

# The Conference Board MANAGEMENT RECORD

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## Ideas That Bring Victory Nearer

**W**AR INDUSTRIES have a powerful objective in accelerating the flow of material to the fighting fronts. The War Production Board has recognized the value of employee suggestions and has urged that labor-management production drive committees should be organized to handle them effectively and to insure complete and prompt investigation of each idea. A bulletin from War Production Drive Headquarters states the policy clearly:

It is a trait of American character that, no matter what the job, the American war production worker is not merely putting in time in order to make a full pay week but also studying the job with an eye to turning out just a little better piece than the one before—and a little faster, too, if possible.

In order to mine this rich vein of the worker's specialized experience, right on the point of the job, there must be a clear channel back to the top, through which the suggestions of everyone in the plant, no matter what his or her job, can be quickly brought to the attention of those charged with the responsibility for improving quality and increasing production for the entire nation. The details of doing this may vary with different industries and in different plants.

A simple way of making sure that credit is given wherever credit is due is to place Suggestion Boxes at convenient points throughout the plant, into which the floor sweeper, the mechanic, the clerk—everyone—can drop suggestions. Suggestions may be collected in other ways as well.

Wherever possible, it is recommended that each person contributing a suggestion receive a prompt acknowledgment from the plant Labor-Management War Production Drive Committee or its designated subcommittee. This may be done by posting the serial number of the suggestion in the department where it originated or, in the case of signed suggestions, by post card or mimeographed slip or as the Committee deems advisable.

An employee suggestion system<sup>1</sup> is a definite procedure for soliciting, receiving, appraising and paying for employee ideas that may benefit the company in its operations or in its relations with customers. Even under the stimulus of war production, a suggestion program may fail to achieve the wholehearted cooperation that is desired. The adoption of an employee suggestion system is a step that requires careful planning and execution, backed by a knowledge and understanding of the basic characteristics of plans that have been successful in other companies.

Questions on suggestion policy that should be decided before launching a plan include the scope of subjects eligible for awards, eligibility of employees for awards, printed forms, frequency of collections, acknowledgments, publicity, grand prizes, minimum awards, duplicate suggestions, payment procedures, bonuses, administrative procedures, suggestion committees, rejections, and special recognition for especially valuable suggestions.

Of all the decisions on policy relating to these questions, five seem to stand out as of major importance. In many plans, these major decisions relate to the following subjects:

1. Identifying the suggester
2. Handling rejections
3. Formation of the suggestion committee
4. Determination of suggestion awards
5. Special recognition for valuable suggestions

### IDENTIFYING THE SUGGESTER

Many executives who have had experience in the administration of suggestion systems feel that the suggester's identity should be withheld from those who ap-

<sup>1</sup>For an extended discussion of this subject, see THE CONFERENCE BOARD's Studies in Personnel Policy, No. 43, "Employee Suggestion Systems."



praise the suggestion and determine the award. In some companies the secrecy is complete, that is, duplicate numbers on the suggestion blank and detachable stub provide the only means of identifying the suggester. When final action has been taken, the suggester's identification number appears on the bulletin board under a heading which reveals the general nature of the disposition of his idea.

At the Goodyear Tire and Rubber Company plant in Akron, Ohio, the suggester's identity is unknown to any one making comments on the idea except to the personnel of the suggestion department. An exception to this rule occurs in cases where it is necessary to obtain additional information from the suggester. If this is necessary, the permission of the suggester is obtained before revealing his name.

The suggestion system in effect at the Pullman Company provides complete secrecy regarding the identity of the suggester during the investigation of his idea, so that no discrimination is possible and the employee has no fear of reprisal from his superiors if he makes a suggestion that seemingly reflects on them.

Although employees of United Air Lines Transport Corporation are not required to sign their suggestion blanks, they are encouraged to do so. As a matter of company policy, the manager is not permitted to reveal the identity of the suggester until after the suggestion has been accepted by the conference.

At a large plant manufacturing chemical products, suggesters have the option of signing the suggestions or not. Experience shows that about 89% of all suggestions submitted are signed and 11% are unsigned.

Of 130 companies giving information on their policy regarding identification of the suggester, forty-eight companies, or nearly 37%, reported that the suggester's identity is a complete secret until after adoption of the suggestion, while the remainder reported varying degrees of identification.

At a large plant manufacturing electrical equipment, suggestions are signed at the time they are submitted, but upon being received in the suggestion secretary's office, they are copied without the suggester's name and the original copy is filed. One of the disadvantages of the unsigned suggestion, according to this company, is the delay in getting supplementary information. Moreover, the only method of getting the first message to the suggester to tell him of the action taken is through the bulletin board or plant newspaper.

#### HANDLING REJECTIONS

One of the most frequent reasons why employee suggestion systems are discontinued is the failure to solve the problem of handling rejections, which should be done in such a manner that the unsuccessful suggesters will not lose interest in the possibility of eventually becoming award winners.

In considering the problem of rejections, the system of complete secrecy of identity of the suggester assumes added significance. It is obvious that where complete secrecy operates there can be no communication between management and the suggester other than a listing of numbers under appropriate captions either on bulletin boards or in the plant newspaper.

The Illinois Central Railroad has achieved excellent results with anonymous suggestions and announces rejections as well as adoptions. The suggester watches the bulletin board for a listing of the number which matches the one on his coupon in order to learn what decision has been made. All the numbers representing suggestions acted upon at each weekly meeting are arranged under the following headings:

SUGGESTIONS ADOPTED  
SUGGESTIONS REQUIRING DISCUSSION. PLEASE CONTACT MANAGER  
SUGGESTIONS HELD FOR FURTHER INVESTIGATION  
SUGGESTIONS AFTER INVESTIGATION WERE FOUND NOT PRACTICAL  
SUGGESTIONS REPRESENT CLEAR THINKING, BUT CANNOT BE PROFITABLY EMPLOYED  
SUGGESTIONS INVESTIGATED AND FOUND TO BE IN EFFECT INsofar AS PRACTICAL  
SUGGESTIONS REPRESENT DUPLICATES OF IDEAS PREVIOUSLY CONSIDERED

At Illinois Central, it has been found that most suggestions fall into the above categories. Additional headings may be added occasionally if they are needed. Every suggester has the privilege of getting in touch with members of the various suggestion committees and requesting a reopening of his suggestion for a review of the decision if he feels that it is not fair.

#### THE SUGGESTION COMMITTEE

One of the fundamental features of any formal employee suggestion system is the appraisal of employees' ideas by a number of competent persons who, as a group, represent a broad background and diversity of practical experience in the business. The group of persons that makes the final appraisal of a suggestion and determines the award is designated in many suggestion systems as the suggestion committee.

At the Dennison Manufacturing Company, the suggestion committee consists of four members, as follows: (1) Works Manager (chairman), (2) Suggestion Investigator, (3) Manager of the Mechanical Division, and (4) Manager of the Research Division. At the Agfa Division of General Aniline and Film Corporation, the Personnel Manager is chairman of a five-man suggestion committee; the other four members are heads of manufacturing departments. The latter four assignments are rotated after one year's service so that all manufacturing supervisors will become familiar with the suggestion system.

The suggestion committee at the Philadelphia plant



of Fayette R. Plumb (270 employees in 1940) consists of the following members: (1) Vice President and Factory Manager, (2) Personnel Manager, (3) Superintendent, (4) Assistant Superintendent.

The suggestion conference of the United Air Lines holds two meetings each month. The president of the company considers attendance of members of such great importance that he has appointed an alternate for each one. Where regular members are out of the city, their alternates represent them. Otherwise, non-attendance costs a member a personal donation of \$2.

Attendance at meetings must be prompt. No excuse for tardiness is accepted. Any member who arrives one second or more late is required to donate \$1 to the late attendance fund. To soften the blow of parting with the one- or two-dollar penalties, there is a bath towel prominently marked, "Weeping Towel." These funds are donated to the Red Cross at the end of each year.

### AWARDS

In a great majority of employee suggestion systems, the major incentive for obtaining constructive ideas for improvement of product, working conditions or manufacturing efficiency is a cash award. Other incentives, such as public recognition and increased responsibility, are sometimes considered sufficient inducement to get the cooperation of rank-and-file employees, but the present trend is toward employing financial as well as non-financial incentives.

It is practically impossible to estimate the worth of employee suggestions in terms of time spent in their development. As a result, the usual basis for determining awards where there are tangible savings is in terms of production or units sold. For suggestions involving intangible benefits, the only practical basis is an estimate agreed upon by a number of qualified persons.

In adopting a new suggestion system a number of important preliminary decisions about awards must be made, such as the amount of the minimum award, whether awards on tangible savings will be made on a straight percentage basis, and whether some arbitrary amount will be established as a ceiling on awards.

The major decision is whether the awards should be estimated on the basis of production forecasts and paid as a single sum shortly after adoption of the suggestion or whether a nominal sum such as \$5 or \$10 should be paid upon adoption and the balance at the end of a period such as one year.

Many suggestion-system administrators believe that the bulk of an award should be paid to the suggester as soon as possible after adoption of his idea. This practice, of course, necessitates a careful estimate of the benefit to be derived from an idea, but it does not rule out the payment of supplementary awards in case there has been an under-estimate. In March, 1942, the Fire-

stone Tire and Rubber Company announced that it had paid, among other awards, \$1,500 in war bonds to a factory employee for a suggestion for conserving rubber in processing tires for bombing planes.

The General Electric Company has a "no ceiling" policy on awards. An employee in the radio department at Schenectady recently received a check for \$800 for suggesting an improvement in the calibration of radio transmitters.

At the Douglas Aircraft Company plant at Long Beach, California, a 67-year-old machinist turned in an idea which resulted in a die operation being cut from eight hours down to a few minutes. He received \$100 in war bonds for the best idea of the month.

In June, 1942, a lathe operator at the Delco Products Division of General Motors Corporation was awarded \$388.20 in war bonds and stamps for his suggestion relating to machining the outer cylinder of a part of the main landing gear for the B-25 bomber.

Many more examples could be cited to show that single awards are being paid for suggestions in war industries and that these awards are often of large amounts.

### SPECIAL RECOGNITION

Successful suggestion-system administrators are aware that there is more to an award than the mere payment of a certain sum of money. In many companies, special recognition is given for suggestions of extraordinary value. Such recognition may take the form of presentation ceremonies, house-organ publicity, annual grand prizes, certificates of merit, and bonuses for "repeat" suggesters.

Since 1924, Goodyear Tire and Rubber Company has given each year just before Christmas a special annual award to stimulate higher-type suggestions.

Four outstanding suggestions receive the Litchfield Medal and extra cash prizes as follows:

Best suggestion.....	\$100
Second best suggestion.....	65
Third best suggestion.....	35
Most suggestions adopted (regardless of value).....	25

At the National Cash Register Company, public recognition and as much publicity as possible are given the winners of prizes at the annual distribution of awards. This ceremony consists of a program of music, short talks, and finally the awarding of prizes.

The certificate of merit is a form of special recognition that has been used in a number of companies with considerable success. As a supplement to a monetary award it is usually favorably received by employees. The monetary award is expendable but a special certificate can be kept as visible evidence of valuable service rendered.

To encourage foremen and sub-foremen to play an



active part in the regular suggestion plan, the RCA Manufacturing Company decided in 1941 to issue certificates of merit to them for their adopted suggestions, even where they relate to their own field of activity.

Every non-supervisory suggester who wins a cash award is also given a special merit certificate, similar in design to the foremen's certificate but differing in color and wording. The wording on the certificate reads as follows:

#### CERTIFICATE OF MERIT

This certifies that

JOHN DOE

a member of the RCA Family, has suggested an improvement which has been adjudged worthy of an award under the RCA Suggestion System.

This certificate, like the foremen's certificate, is signed by the president of the company and by the chairman of the suggestion committee.

Other companies that present similar certificates include The Public Service Corporation of New Jersey and Cluett Peabody and Company.

Certificates of merit are now being issued under the War Production Drive to workers in war industries who contribute valuable suggestions. These certificates, of three types, are described in the War Production Board booklet, "Individual Awards Plan," as follows:

#### 1. Award of Individual Production Merit

Whenever the plant committee receives a suggestion which improves quality or production, or conserves a critical material, or in other tangible ways increases the effectiveness of the war production of the plant, the originator of the suggestion is eligible for an *Award of Individual Production Merit*. The Committee of the plant is the sole authority in granting this award.

Should the same worker submit more than one suggestion deemed worthy of an Award of Individual Production Merit by the plant Labor-Management War Production Drive Committee, additional seals denoting each additional award will be attached to his original award document.

#### 2. Certificate of Individual Production Merit

Whenever the Committee has an outstanding suggestion which is adopted and proves of value in the plant, it may be sent to War Production Drive Headquarters in Washington. The suggestion will be carefully studied, and, if found deserving, will be awarded a *Certificate of Individual Production Merit*. Only those suggestions which have been proven by actual use in the plan should be forwarded to Washington.

This certificate will be issued from Washington, so make sure the originator's name and the plant address are included. Due to the large number of war production plants sending their best suggestions to Washington for these higher awards, the plant Com-

mittees are requested to submit only those suggestions of unquestionable merit.

A suggestion should not be forwarded to Washington until it has been adopted first in the plant and a complete report of its adoption, including full facts bearing on the actual results coming from the suggestion, has been certified by the Committee. Uncertified suggestions and those which are not accompanied by facts showing conclusive actual results will be returned without action.

All suggestions certified to War Production Drive Headquarters by the plant Labor-Management Production Drive Committee will be promptly acknowledged. The plant committee will be advised of the action taken as soon as the technical investigation of each suggestion can be made.

#### 3. Citation of Individual Production Merit

Among those suggestions forwarded to Washington there will be a certain few that make an outstanding contribution to our entire war effort. The *Citation of Individual Production Merit* will be issued only after the most careful consideration by the technical committee of the War Production Drive Headquarters and will constitute the highest award for Individual Production Merit. This award will come from Donald M. Nelson, Chairman of the War Production Board—together with a distinctive emblem.

In each case the worker receives a certificate worded as follows except that it is headed "Award," "Certificate" or "Citation" according to the character of the award. Also, the Award is signed by labor and management representatives on the plant committee, the Certificate by someone on the WPB and only the Citation is signed by Mr. Nelson himself.

#### CITATION OF INDIVIDUAL PRODUCTION MERIT

Washington, D. C.

In Recognition of Initiative and Patriotism, Be It Known that.....

Is Hereby Cited for a Meritorious Contribution to the War Production Drive. On This....Day of.....

WPB

.....  
Chairman, War Production Board

.....  
.....  
Mr. Nelson's personal message to industry, accompanying the announcement of the Individual Awards Plan was as follows:

Our Army and Navy have systems of commending merit of high order in the line of duty. There is also merit of a high order on the production line in this war. I propose that the Production Soldier shall also be recognized for meritorious service to his country.

Therefore, I have instructed the War Production Drive Headquarters to prepare a plan of individual



awards which is explained in this booklet. Please look on this plan as a suggestion—as one of perhaps many effective ways of cooperating with the War Production Drive effort.

With this added incentive of public recognition for individual workers who contribute constructive ideas suggestion systems should establish new records of performance. Additional factors to keep in mind, according to information gathered by THE CONFERENCE BOARD, are summarized in the following rules:

1. Get the wholehearted cooperation of the entire supervisory force.
2. Recognize supervisors' suggestions in some manner.
3. Investigate each suggestion thoroughly.
4. Be sure that decisions of the Suggestion Committee are impartial.
5. Pay fair awards and err on the side of liberality in case of doubt.
6. Publicize problems on which management is thinking, and ask for ideas on these problems.

7. Insist on fairness and a square deal to every suggester.

8. Eliminate unnecessary delays in answering suggestions and making decisions.

9. Explain to employees how awards are determined.

10. Follow up adopted suggestions to make sure that they are actually put into effect.

11. Conduct a continuous advertising program that keeps the suggestion system constantly before the employees.

12. Select a person of broad experience, recognized ability and fairness to head the suggestion administration.

13. Pattern the suggestion system to the individual organization.

14. Secure the active interest of the chief executive.

EUGENE S. HORNING  
Management Research Division

## Women in British Factories

AMERICAN INDUSTRY has come face to face with the actual or closely imminent need to replace many male employees with women on factory jobs that were formerly believed to require men. In this situation it looks again to Great Britain with its longer war experience for suggestions and advice. Apart from simple sub-assemblies and light machine operations, in what regular machine operations have women demonstrated ability and endurance or even superiority? What types of machine tools can they operate satisfactorily? Can they work to close tolerances?

*The Engineering Bulletin* of the British Ministry of Labour and National Service for July, 1942, contains a series of case histories showing the part British women are playing in the war effort. Several are reproduced here with the thought that American employers will find in them the answer to some of their questions.

One engineering establishment visited in the North Western Region affords an example of the remarkable changes effected in emergency, by resourceful cooperation. This workshop did not exist two years ago; it had to be built, planned out, and have its machinery fixed and tooled up, while the labour was being engaged and trained. Moreover, this was the period when other establishments were competing for the cream of the available skilled labour.

Here is the labour position, two years later, in figures which speak for themselves.

Skilled hands.....	3.8%
Semi- and unskilled.....	40.8%

Females.....	50.0%
Apprentices.....	5.4%

The women and girls work on the three shifts system, which is arranged to give each one a complete break of 32 hours each week. This was the answer to "How can I do my shopping?"

Examined from another angle, that of labour turnover, the remarkable fact emerges that only 5% of the women initially engaged have left, over the whole period. There could be no better proof that the shop methods adopted are satisfactory.

If you could see what these women are doing, you would agree it represents a war effort of great importance. They are on:

Centre-lathe turning (on Dean Smith & Grace Lathes);  
Operating No. 8 and 10 Ward Combination Turret Lathes;  
Operating Herbert Horizontal Bores;  
Operating Herbert No. 9 Turret Lathes;  
Operating Butler Slotting Machines;  
Operating Drummond "Maxicut" Machines;  
Trimming and filing benchwork;  
Driving overhead cranes;  
Driving floor-controlled cranes.

What class of work are these women engaged upon? There is no doubt about its importance, for it comprises:

Aero Cranks for Hercules aircraft;  
Shaft screws for Hercules aircraft;  
Spiders and hubs for de Havillands.

The weight of these components is approximately 2 cwt.



As this is much too heavy for a woman to lift, we will examine how this difficulty was overcome.

Unskilled men are trained to feed the machines, tighten chucks or cramps, and release the components; this leaves the women free to do the operating. One man can look after six machines. This keeps the batteries very busy, and by this method the shop is producing 400 completed components per week, which is equivalent to 14 tons of finished parts; the output is increasing week by week.

One scheme in this shop, although contrary to a widely-held theory, works wonderfully well. The dilutees, both male and female, are not encouraged to use or learn to read micrometers, verniers, or indicators. Instead, all machines are correctly tooled and stopped to produce an approximate plus or minus .005 in.

This has been done to relieve the operators from the worry and anxiety of fine limits. They are encouraged to feel that theirs is a straightforward job, and the management thinks this attitude is largely responsible for their small percentage of loss of labour.

They also believe that this method, by giving the dilutees more confidence in working, increases their production. Whatever the reason, the method has proved successful.

Another noteworthy fact is that the average timekeeping (regularity of attendance) amongst women is excellent. What little loss of time has occurred has been due to married women, and to the responsibilities attendant upon that state. On the whole, however, timekeeping is excellent.

In drawing attention to this successful solution of a labour problem, the Munitions Labour Supply Inspector described the work as being repetitive, and thus lending itself to successful tooling up. Every advantage, however, was taken of its possibilities, and girls and women were accepted on operations normally unusual to them. The management of this establishment is therefore to be congratulated on a sound, thoughtful, and successful job.

\* \* \*

Non-mobile women have released men at a factory in the North West Region where respirator tubes are hand made. Young men up to 30 years of age were formerly employed on the work, but modification of the plant has made it possible for women to take their place.

Older women at this factory are mainly used for inspection work on civilian face pieces, children's protective devices, respirator connecting tubes, and military type gas masks. This class of worker generally has experience of work in mills.

Part-time workers, large numbers of whom are employed by this firm, have been allowed to fit their hours of employment to suit their domestic circumstances. They are engaged on simple operations which can be handed out to them in small batches without interfering with the flow of production.

\* \* \*

Fifty out of fifty-two women welders employed at a leading aircraft engine works have their A.I.D. certificates for M.S. welding. A few have certificates for stainless steel and aluminum welding as well. These women do all the welding of exhaust pipes, pipe joints, etc., for aero engines.

\* \* \*

In the electric arc furnace department of a large firm in Wales, women operate a 25-ton overhead electric crane. This crane handles ten tons of molten metal which is poured from

the furnace, the total weight of ladle and metal being approximately 18 tons. The crane drops the ladle under the "runner" and then carries it to the teeming pit full of the molten metal. It then holds it dead over the ingot into which the metal is teemed. It is generally recognized that the operation of this crane is a job for a man. It certainly requires coolness and accuracy, and a mistake would be a costly business. Women are, however, successfully performing the work on all three shifts. The woman on the morning shift (6 a.m.-2 p.m.) works entirely on her own without male supervision.

In the blooming mill at the same factory a pulpit man operates the rolls that reduce the ingot to a semi-finished bar. On the other side a woman does the work, at present under supervision. On the pulpit from which she operates, the "bar" is thrown across to the "finishing" rolls, where it is reduced to correct size and then sent to the bar bank. One woman is employed on each shift, and they are doing the job extremely well.

\* \* \*

Large firm (employing thousands) fully engaged on Service contracts, including aircraft components, aerodrome equipment, machine tool castings, shells, bombs, submarine equipment, switch gear, lighting units, Admiralty fittings, etc.

Male labour formerly used almost exclusively for skilled machine operations. Necessity for dilution recognized early. Firm did own training. Has now achieved more than 50 per cent. dilution by women.

Example (A). A group of eleven small Atlas lathes is operated entirely by women, on work calling for individual initiative. They are supervised by one skilled chargehand.

Operations here call for accurate set-up of machines, use of correct jigs, and fine limits to  $\pm .0005$  in. Many different articles are processed, each requiring special care or attention.

Representative of this section is the complete machining brass castings to form component part of an Admiralty chart-room instrument. Casting has to be machined to several different internal and external diameters. All intersecting planes have to be machined, involving facing internal and external steps. Finished part has to be accurate sliding fit relative to rest of assembly.

Previously, such work considered impracticable for women. Experience proves they regularly achieve big output, with minimum of supervision. Also, "They feel keenly the responsibility of their work." High standard of accuracy continuously essential, but production is consistently satisfactory.

Example (B). Wide variety of welding operations by women. In contrast to Example (A), this is tedious work, requiring large numbers of one particular article to be produced at the maximum rate.

The operation is arc welding of fins to bomb tail units. Many of the operators had been engaged on simple manufacturing processes; after short training proved capable of taking over "with completely satisfactory results."

Experience shows that their output—and particularly the uniformly high quality of work produced—may excel that of male labour under same working conditions. In the same department women are doing the latest type of projection welding. This is monotonous work, which requires vigilance on the part of the operator. A high rate of output is maintained, with excellent quality.

\* \* \*



Scheme to train girls in conversion of aero engines to marine use. The course is open to girls who have already taken the firm's metalwork course, and had at least one year's production experience in the factory.

To convert an aero engine for marine use it is necessary to fit a reverse gear which must first be completely dismantled, inspected, cleaned, and very carefully reassembled according to the firm's own requirements. This operation involves considerable skill in drilling, tapping, split-pinning and wiring the various bolts, nuts, and locking devices.

The reverse gear is then fitted to the engine, as well as petrol drip trays, petrol pipe lines (both of the latter now being made by girls), starter motor, dynamo, and petrol pump.

The engine and reverse gear then has to be very carefully and accurately lined up on a pair of engine rails which require to be drilled and studded to accommodate them—this operation requires the use of a clock gauge in order to ensure accuracy.

\* \* \*

Machining of camshafts for tank engine, by firm in Midlands Region. This engine, of 350 h.p., has two camshafts, one right-hand and one left-hand.

The women for this work are chosen from capstan operators, and are trained for 8 to 10 days by a setter on the section. The management has found them proficient and capable workers.

*Outline of Operations.* The machine tool is a 20-in. Churchill cam grinder, fitted with operating firm's own design carrier drive.

The index has a cam form at the front end, as a guide, to coincide with the first cam on the shaft. The carrier drive is then locked to the camshaft which is driven from the index head, the camshaft thus being in correct relation to the machine cam former.

After grinding the first cam to a micrometer reading, the woman operative indexes round to No. 2 position, and traverses to No. 2 cam, carrying out a similar operation with each cam in turn.

The cam form has to be ground to within  $\pm .001$  in. to  $\pm .0015$  in. from the hand-wheel stops, and is finally finished off to a micrometer reading.

The operative grinds both inlet and exhaust cams, there being six pairs of each on each camshaft.

The camshaft is 41 in. long, and is run with a half steady at the centre. The operative diamond dresses her own wheel, and re-sets the hand-wheel stops after taking readings of the work from the micrometer.

\* \* \*

Aircraft Training School run by a Midlands Region firm engaged on the production of bomber major components, and also on bomber repairs.

*Method.* Women and girls are passed to the instructor in the training school, who teaches them how to handle and use instruments, tools, and machines.

Individual and class instruction are given, and special note is taken of any particular aptitude. A proficient driller, for instance, is placed on production work in which her capabilities will be fully utilized.

Interest is maintained during training through the variety of work taught. Training usually lasts about a fortnight.

Instruction is given in the following operations:

1. Assembly and skinning.
2. Pneumatic drilling and riveting.
3. Hand drilling and riveting.
4. Details (including flanging, filing, hacksawing and jig drilling).
5. Electric wiring.

The firm finds it of great advantage to employ women having knowledge of job before they start on production.

All girls passing successfully through a Special Training Course in 10 days, and serving one week's satisfactory trial on production work, receive Aircraft Training School certificates signed by the managing director and instructor.

*Result.* In the minimum of time, unskilled workers become efficient, and able to play an important part in the war effort.

In the first eight weeks sufficient women were passed on to production to release 100 men for other work. In some sections 50 per cent. women are now engaged on work that was wholly done by men.

*Comments (A).* By Foreman of Aircraft Detail and Assembly Section.

"I was, at one time, prejudiced with regard to women's work, but, since necessity has forcibly introduced female labour I have been agreeably surprised at the adaptability and genuine effort which is apparent in these workers. Trainees, knowing how to handle tools, have confidence in themselves when placed on production work."

(B). By Foreman of Aircraft Pipe System Installation Section.

"This work is very important to the air-worthiness of the aircraft, and I have every confidence in placing it in the hands of the trainees, who have proved to be worthy of this trust."

\* \* \*

Machining details for aircraft equipment. Previously skilled men's work, now done by women. (Midlands Region.) Operations include:

- (a) Steering cam made on shaping machine to limits  $\pm .002$  in. (Weekly production has nearly doubled.)
- (b) Sear cam made on shaping machine, .007 in. left for grinding. (Weekly production has increased.)
- (c) Cannon Cam. This involves 7 milling operations, 1 drilling operation, and finish grinding. The milling and drilling operations are carried out by girls, grinding operations by skilled men. The limits on this detail are very close.
- (d) Cannon Cylinder. This is manufactured from stamping. Operators milling bottom face and tenon limits .001 in. Turn 3 diameters. Screw cut with A.H. die-head limits .001 in. Turn and face opposite end .001 in. Mill sides and radius, also to limits .001 in.

The whole of these operations carried out by girls. Boring of cylinder is done by skilled centre-lathe turners.

Machine tools in this department are:

- 4 Shaping Machines (7 Female Operators, 1 semi-skilled Male).
- 8 Horizontal Mill (8 Female Operators).
- 1 Vertical Mill (1 Female Operator).
- 2 Drilling Machinists (Bench) (2 Female Operators).
- 1 Cutter Grinder (1 semi-skilled Operator).



## Comments on Management Problems

### A POLL OF THE VIEWS OF EXECUTIVES OF REPRESENTATIVE COMPANIES ON MATTERS OF TIMELY INTEREST

**POINT 1.** Has the decision in the "Little Steel" case, in which a wage increase of 15% was awarded on the ground that there had been a corresponding rise in cost of living between January, 1941, and May, 1942, resulted in general wage demands to make all pay schedules comply with this formula?

Many companies found this to be no problem because their wage increases between January, 1941, and May, 1942, had equaled or exceeded the stipulated 15%. A few companies were unaffected because their union contracts called for the periodic adjustment of wages in line with cost of living changes. Very few reported specific wage demands as a result of the WLB decision, but several commented on the general unsettling effect that the decision had had. About a quarter of the companies reported that no particular effect had been observed. Comments included the following:

The decision in the "Little Steel" case has, within this corporation and in each of its subsidiaries, resulted in general demands for wage increases to the amount of 15%. Conversations with many other companies and industries in this area indicate that every conceivable pretext is being used to secure the 15%. In this connection it is interesting to note the apparent confusion caused by the rather vague wording of the decision. Many local companies, because of overtime, have increased the hourly earnings of employees considerably more than 15%, yet their base rates remain below the 15%. An increase in hourly earnings exclusive of overtime would have the effect of increasing average hourly earnings considerably more, and many companies feel that this is certainly not a fair and equitable way to administer a wage problem.

Generally speaking, we find that the working people do not like to accept this idea of a regulated increase and feel that their particular living costs have gone up more than this and have a good many other reasons for wanting to continue their discussions. It would be very helpful to those engaged in industry if the government would declare a position in which any increases have to be approved by the government before they have to be put into effect.

We believe that the decision in the "Little Steel" case has been a very unsettling one as far as wage rates go. In my opinion, the worst part of that decision was the effect it had on wage earners from the point of view of giving them to believe that they should stand no sacrifice whatever on account of the war situation. Since January, 1941, the weekly earnings of wage earners in this particular plant have increased more than twice as

fast as the cost of living. Their weekly earnings increase runs between 35% and 42%.

The decision in the "Little Steel" case seems to become more confused than ever in the daily news reports of its application, so much so that one is unable to understand where the line is drawn between the formula and the equities in the cases that are being reported. That it has already resulted in general wage demands and general wage increases on both the formula and equity basis is becoming more and more evident every day. My personal hunch is that it will tend to increase wages about  $5\frac{1}{2}\%$  an hour wherever the economic strength of labor is such as to bring this about. In other cases it will be somewhat slower in coming to pass and perhaps the spread now existing between steel rates and some small manufactures may even be widened.

**POINT 2.** Have increased working forces aggravated payroll problems: caused changes from payment by cash to check or vice versa, problems in arranging for cashing of checks, etc? Have industries in the community gotten together to stagger pay days or otherwise work for simplification of the paying problem? If you pay on a regular day each week, what day did you select?

The consensus is that greatly augmented working forces have necessarily increased the volume of payroll administration but have not created new and special pay problems. No case was reported where the situation had become so difficult as to call for arrangements within a community for staggering pay days.

Payment by check was reported by twice as many companies as used cash payment although, of course, salaried employees generally were paid by check. A weekly pay period was more general than a bi-weekly, but in a few large companies in particular half of the force was paid each week, thus simplifying the paying problem. Friday was by a wide margin the most popular pay day, with Wednesday in second place. A few companies paid on Tuesday or Thursday, but no case of payment on Monday or Saturday was reported.

The agencies mentioned as being used by employees for cashing their checks included local grocery stores, department stores and local merchants generally. Two companies mentioned that banks put on extra tellers for handling the cashing of pay checks. One large company stated that the bank maintained check cashing booths at the exit gates on pay days.

**POINT 3.** Many companies have adopted military service policies extending certain privileges to em-



employees who enter the armed services. Have you observed whether it is intended to give similar treatment to women who leave for service with the WAAC and WAVES, the auxiliary Army and Navy services?

Many companies reported that this question had not as yet arisen and no definite policy had been adopted. A number stated, however, that they could see no reason for treating women employees differently from men and that should the question arise, women leaving to join the auxiliary services would be given the same benefits as men. In a few cases distinction was made between armed and auxiliary services. Neither men nor women joining the auxiliary services were given the benefits provided for those entering the armed forces. In two cases it was stated that benefits were available only to those who were drafted and that consequently volunteers, regardless of sex or service, did not participate. About 20% of the companies stated definitely that it was their policy to treat men and women entering the combatant or auxiliary services alike. Comments included the following:

I know of several companies in this area who have adopted the same policies with respect to extending privileges to women who leave for service with the WAAC and WAVES as are now being extended to the men who leave for service in the armed forces. This, to my mind, is entirely justifiable, since these women are prompted to volunteer for this service for the same reasons that the men enlist in the regular army.

The question of extending our military service policy to non-combatant groups first arose in connection with the establishment of the Army Specialist Corps for men. Inasmuch as the law does not require us to reinstate men who enter the Army Specialist Corps upon the termination of the war emergency and because these men are not required to go into combat areas or incur the dangers incidental to actual combat, it was ruled that they would not come under the regular military payment plan.

It appears to me that the same rule should be followed with reference to those who enter the WAVES and the WAAC. No final management determination has been made on this subject, but I believe the point of view as outlined above will be quite generally prevalent.

The question of giving similar treatment to women in our employ who leave for the WAAC and the WAVES has not yet come up, nor have I heard of it coming up in any other company with which I have contact. If it does, it is my opinion we shall accord these women the same privileges we accord men who leave for the armed services, provided the women are applying for WAAC service overseas or in some capacity not in conflict with their work in an essential industry such as ours, and provided women apply for commissions in the WAVES and would not be taking stenographic jobs for which their work for us is just as essential as it is for the Navy.

#### POINT 4. What is the general practice regarding the

payment of union stewards? Can they perform all their functions on company time, only those directly related to company operation such as settling grievances, or none of them?

In the majority of the reporting companies with union stewards or union representatives acting in a similar capacity, it is the practice to compensate these representatives when they are dealing with the management or are performing activities at the management's request. They are not compensated for time devoted purely to union activity such as organization work, dues collection, etc. Several companies, however, reported that union representatives perform all their activities on their own time. Comments included the following:

Our practice regarding the payment of union stewards is that when they are performing purely union functions, not only are they not paid for it by us, but they cannot perform them during working hours. When they perform functions such as settlement of grievances, negotiating contracts, etc., they are paid by us.

The general practice in this area with respect to the payment of union stewards while engaged in grievance work seems to be that they are not paid for this time. Three or four years ago it was quite common practice to permit the stewards to perform these functions on company time, but it became such a burden upon the employers that most recent contracts provide that this expense be borne by the union. In our own case the payment of stewards was discontinued about four years ago and we have no thought of ever permitting this practice to become re-established. There are objections to such practice other than the cost of lost time.

This corporation has never recognized so-called union stewards. We do, however, recognize a limited number of grievance men but it is not and never has been the practice of this corporation to pay such grievance men for any time spent off their jobs in conducting any union affairs such as settling grievances. Very recently certain grievance committeemen requested that the corporation pay them for time spent off the job, but the national office of the union immediately turned down this request. It is our opinion that if collective bargaining is to be carried on between supposedly relatively equal forces, then the union should be in a position to recompense those who serve them.

General policy in reference to union stewards and committee members is that we permit them to perform their committee and official functions on company time, if such meetings are called by either the supervision or the management.

When their meetings are called by their own chairmen for their own discussions, we insist that they carry on these meetings on their own time. Even where men are called back to the mill, when they are not at work, by either supervision or management, we pay their costs of transportation and their time.



So long as there is no abuse of the privilege, union stewards in this company are permitted some latitude in doing union business on the company time. If union stewards attend union meetings with the management, they are allowed their regular pay if the meeting with the management occurs during a shift when they are on duty. If they come in at a time when they are off duty, they receive no pay from the company but may be given some compensation by the union under certain conditions.

A few cases have arisen where there was some abuse of this privilege. In each of these cases the abuse was stopped as soon as a complaint was made by the management that the man was away from his work place too

frequently. We try to handle these matters by conference with the union to avoid practices which are unsatisfactory, and so far we have had excellent cooperation on that score.

Union stewards representing our employees are privileged to conduct union business at any time by requesting permission of their foreman to leave the department and also permission of the foreman in the department that they are about to enter in performance of their union function. The time thus used is deducted from company pay. Only the time used in discussing problems of joint interest is paid for by the company.

## Selective Service Administration

### ACHIEVING UNIFORMITY IN INDUCTION

**M**ANY COMPLAINTS have been voiced that some local boards were inducting married men and men with dependents while others were not. The reason for this situation usually has been that the proportions of married and single men were not the same in all local board areas. Thus, when a particular local board had exhausted its list of eligible single men without filling its quota it had no choice but to induct those with dependents.

To correct this situation the Director of Selective Service has instructed all State Directors to apportion calls for inductees from their states among their local boards so that in so far as feasible no board will be calling one type of registrant with dependents in advance of the other boards. In order to effect this change and to meet the increasing requirements of the Army for inductions, all local boards are directed to complete on or before October 16, 1942, the initial classification of all registrants liable for military service.

Following exhaustion of the supply of single registrants, local boards will induct those with collateral dependents (parents, brothers, sisters, etc.) before they call up men who maintain *bona fide* family homes. Registrants who have wives and children, or children with whom they maintain a *bona fide* home, and who were married before December 8, 1942, and at a time when selection was not imminent, shall not be placed in Class I-A until such action is authorized by Selective Service National Headquarters.

#### DEFERMENT FOR RECRUITING ENDED

Effective August 20, registrants applying for commissions or enlistment in the armed forces will not be considered for deferment or postponement of induction pending final action on their applications. National Headquarters has rescinded authority formerly given to grant deferment from 60 to 90 days, renewable for cause, to registrants who had applied for a commission

or enlistment when a board was notified of a pending application by Army, Navy, Marine Corps or Coast Guard authorities.

#### CLASSIFICATION I-B SUSPENDED

Beginning September 1 and continuing over a period of four months, Class I-B, for men considered fit for limited military service only, will be eliminated. Thereafter all registrants not totally disqualified for the armed forces will be classified in I-A. Those considered unsuited for service will be placed in Class IV-F.

Reclassification of men now in Class I-B has been ordered and local boards will place those not believed totally disqualified for military service in Class I-A pending examination at Army induction stations.

Henceforth calls for selectees will be issued for Class I-A men instead of for Class I-A and Class I-B men as was done in August. Men having minor but not totally disqualifying defects will be forwarded to induction stations along with those having no known defects. After the selectees are inducted the Army will assign them to either general or limited military service, according to their physical qualifications.

While instructing local boards to reclassify limited-service registrants, National Headquarters cautioned them to give full consideration to Selective Service policies governing deferments for dependency, family relationship and occupation.

#### RECENT OCCUPATIONAL BULLETINS

Since the last list of Occupational Bulletins issued in the Management Record, three more have been announced, as follows:

- No. 12—Metallic and non-metallic mining
- No. 13—War Department contract flying schools
- No. 14—Aircraft production activity
- No. 15—Petroleum, natural gas and natural gasoline activity



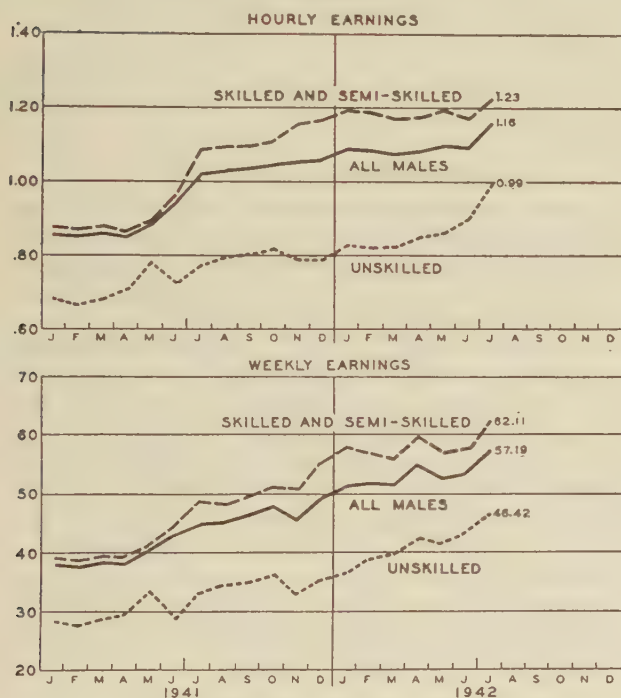
## Earnings and Hours in Shipbuilding: Revised Series

**D**ATA on earnings and hours in the shipbuilding industry have been revised by THE CONFERENCE BOARD as reports have been obtained which more nearly cover the entire industry.

Average hourly and weekly earnings and average hours per week per wage earner are shown for the period from January, 1941, to July, 1942, for all male shipyard workers and for both unskilled, and semi-skilled and skilled workers. Since the number of women engaged in shipbuilding is negligible, data for them have not been compiled. The average nominal week, or the scheduled number of hours of operation per shift, for all shipyard workers is also shown.

### EARNINGS OF MALE WAGE EARNERS IN THE SHIPBUILDING INDUSTRY

Source: THE CONFERENCE BOARD  
In Dollars

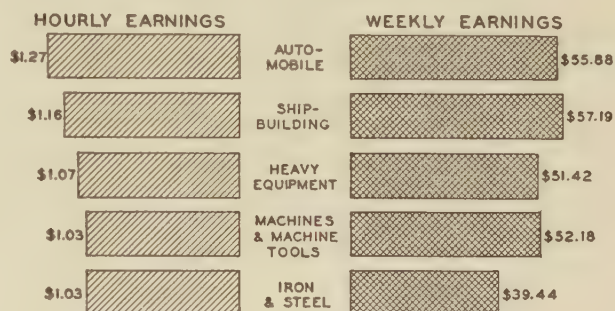


Averages formerly published each month were based upon information obtained from a comparable sample of reporting companies and were available only from July, 1941, to date. The number of available reports, however, has been increasing throughout this period and the revised data given here have been compiled for four separate samples. The most nearly complete covers between 50% and 60% of the estimated number

of workers in the industry. It was felt that in a rapidly expanding industry data reported for any month should be considered representative of that month. Hence, no attempt was made to link the four separate samples together. The smallest sample is that from January to June, 1941; the next sample, covering July to October,

### EARNINGS OF MALE WAGE EARNERS IN SELECTED MANUFACTURING INDUSTRIES, JULY, 1942

Source: THE CONFERENCE BOARD



1941, is substantially larger; that for November and December, 1941, embraces more than 50% of the industry; and the most nearly complete sample is that from January through July, 1942.

### EARNINGS OF MALE WORKERS

As shown in chart 1 on this page, both hourly and weekly earnings have been advancing consistently throughout the period. Average hourly earnings of all male workers advanced 35.1% from January, 1941, to July, 1942, largely as a result of wage-rate increases, since the length of the average work week was increased only 12.0% in this period. The increase from January to July, 1942, in the most comprehensive sample amounted to 6.2% for hourly earnings while the length of the work week was increased 5.1%. Thus most of the gains in hourly earnings in that period can be attributed to overtime payments. In July, 1942, however, a straight \$.08 per hour increase in the average wage rate was reported.

The increase in weekly earnings of male workers was greater than in hourly earnings, amounting to 51.0% from January, 1941, to July of this year. This greater rise reflects not only the advance in hourly earnings but also the expansion in the number of hours worked. Since living costs increased only 13.4% in this period, "real" weekly earnings of these shipbuilding workers in July were 33.2% higher than in January, 1941.

In the first seven months of this year, their average



## EARNINGS AND HOURS IN THE SHIPBUILDING INDUSTRY, ALL WAGE EARNERS BY SKILL

Source: THE CONFERENCE BOARD

Date	ALL MALE WAGE EARNERS				UNSKILLED MALE			SKILLED AND SEMI-SKILLED MALE		
	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	Average Nominal Hours per Week per Wage Earner	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner
1941 January.....	\$.856	\$37.87	44.2	43.2	\$.686	\$28.10	41.0	\$.874	\$38.98	44.6
February.....	.849	37.40	44.1	45.0	.668	27.80	41.6	.868	38.47	44.3
March.....	.859	38.27	44.5	45.0	.681	28.40	41.7	.878	39.37	44.9
April.....	.847	38.17	45.1	45.1	.712	29.32	41.2	.860	39.17	45.5
May.....	.883	40.24	45.6	45.1	.781	33.45	42.8	.894	41.02	45.9
June.....	.942	42.67	45.3	45.2	.725	28.69	39.6	.963	44.23	45.9
July.....	1.017	44.91	44.1	45.6	.775	32.94	42.5	1.085	48.39	44.6
August.....	1.027	44.95	43.8	46.9	.798	34.23	42.9	1.091	48.11	44.1
September.....	1.036	46.29	44.7	46.9	.804	34.89	43.4	1.098	49.52	45.1
October.....	1.043	47.57	45.6	47.0	.813	36.02	44.3	1.108	50.97	46.0
November.....	1.052	45.52	43.3	47.1	.788	32.70	41.5	1.154	50.78	44.0
December.....	1.058	49.01	46.3	47.3	.788	34.99	44.4	1.168	55.01	47.1
1942 January.....	1.089	51.24	47.1	47.3	.826	36.43	44.1	1.191	57.41	48.2
February.....	1.085	51.71	47.6	47.3	.820	38.70	47.2	1.188	56.79	47.8
March.....	1.072	51.50	48.0	47.5	.821	39.49	48.1	1.170	56.04	47.9
April.....	1.081	54.41	50.3	47.6	.850	42.25	49.7	1.176	59.51	50.6
May.....	1.098	52.42	47.8	47.6	.860	41.45	48.2	1.190	56.76	47.7
June.....	1.093	53.14	48.6	47.6	.901	42.80	47.5	1.171	57.50	49.1
July.....	1.156	57.19	49.5	47.6	.994	46.42	46.7	1.225	62.11	50.7

NOTE: Based upon a changing sample. Sample changes occur in July and November, 1941 and January, 1942.

weekly earnings advanced 11.6% as compared with a rise of only 3.2% in the cost of living. As a result, the purchasing power of their dollar earnings was 8.2% higher in July than it had been in January.

## EARNINGS AND HOURS BY SKILL

Average weekly earnings of unskilled workers were \$46.42 in July, or 27.4% more than they had been in January of this year and 65.2% more than in January of last year. These advances resulted from both higher hourly earnings and more hours worked. Since January, 1941, their hourly earnings have risen 44.9% and hours worked weekly, 13.9%. In the six months from January to July, hourly earnings have risen 20.3% and hours 5.9%.

In the same period, earnings of semi-skilled and skilled workers have advanced slightly less than those of unskilled workers. From January, 1941, to July, 1942, hourly earnings have advanced 40.2% and the work week was 13.7% longer, with the result that average weekly earnings were 59.3% higher at the end of the period. As compared with January, 1942, weekly earnings were 8.2% higher in July; hourly earnings

were 2.9% higher and the number of hours worked in one week 5.2% greater.

## COMPARISON WITH OTHER INDUSTRIES

Chart 2 compares the hourly and weekly earnings in shipbuilding for July with those in the iron and steel, heavy equipment, machine and machine tool, and automotive defense industries. Average hourly earnings of all male shipyard workers were exceeded only by those of automotive defense workers. Hourly earnings of shipyard workers were 12.6% more than those of iron and steel workers, 12.0% higher than those of workers in the machine and machine tool industry and 7.8% greater than those of workers in the heavy equipment branch of foundries.

Male shipyard workers in July averaged more per week than workers in the other industries shown. Their earnings exceeded those of iron and steel workers by 45.0%, heavy equipment workers by 11.2%, machine and machine tool workers by 9.6% and automotive defense workers by 2.3%.

E. B. DUNN

Division of Industrial Economics



## *The Conference Board Management Record*



FOUNDED 1916

SEPTEMBER, 1942

### FACT AND COMMENT

#### **Production Drive Committees**

Mr. Nelson's urgent request for the organization of Production Drive Committees in every plant got off to a bad start. Intended as a method of stimulating and harnessing the latent ability of production workers to improve methods and devise savings in material and scrap, the plan at first encountered considerable passive resistance. Many in industry saw in the proposal a veiled attempt to give organized labor a hand in determining management policy. Many in organized labor saw in it a concealed scheme for speeding up workers. Both regarded it with scepticism and suspicion.

Management and labor representatives of the War Production Board tried to disarm opposition. It was emphasized that Production Drive Committees composed equally of management and labor representatives were clothed with no powers; they would receive suggestions, appraise them, and recommend adoption of those considered practical and valuable, but they could not put them into effect. Moreover, a definite line of cleavage was drawn between these Committees and collective bargaining agencies. If matters involving wages and working conditions were brought before the Production Drive Committee they should immediately be referred to the agency that dealt with management on these questions. A further handicap to immediate acceptance of the idea on a wide scale was the fact that some companies already had active Sug-

gestion Plans which provided the machinery for submitting ideas for improvements and awards for those adopted. These companies were reluctant to interfere with existing arrangements that were working satisfactorily.

In spite of its rather cold initial reception, the Production Drive Committee idea has made steady progress. Figures released by the War Production Board indicate that by April 30 such Committees had been formed in 599 companies. By June 30 the number had increased to 960, and by August 31 to 1,323 companies, with over 3 million workers.

Reports of experience vary from enthusiastic approval to indifference. As in most other activities involving human effort and cooperation, results appear to be generally commensurate with the hard work put into making the plan work. Valuable suggestions are usually the result of hard thinking, and that is a form of exercise from which most people shrink. To secure serious and sustained thinking by each member of the working force about the possibilities for improvement and saving within the orbit of his activities, there must be constant encouragement, stimulation and reiterated confidence in the ability of each individual to contribute some helpful idea that will bring victory nearer.

If the job is considered done when the organizational set-up for a suggestion system is provided, the plan is foredoomed at best to mediocre success and at worst to complete failure. Americans are world famous for their ingenuity and initiative once their real enthusiasm is aroused. But that enthusiasm must be aroused and sustained. If management is not enthusiastic about the possibilities implicit in the pooling of all the thinking capacities of all employees, the workers never will be. If Production Drive Committees are to achieve their objective of mobilizing the best thinking of the world's most practical and constructive thinkers, nothing short of inspired leadership by management will realize the attainable goal. Such leadership can be given unreservedly only if management can be assured beyond peradventure that these Committees are not a first step toward bringing about labor participation in the establishment of policies for which management alone must remain responsible.



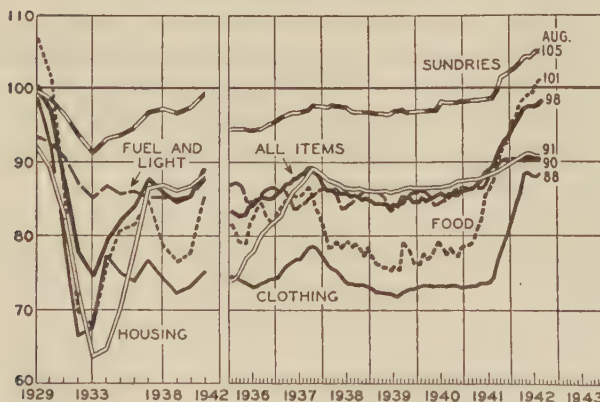
# Monthly Review of Labor Statistics, July-August, 1942

**SURVEYS** of the cost of living are expanded to include two additional cities, beginning with this issue of *The Conference Board Management Record*. These additions raise the number of cities for which indexes of changes in the cost of living are compiled each month to seventy. The new cities are Huntington, West Virginia, and Green Bay, Wisconsin. For Huntington it was possible to secure information for January, 1939, and thus compile index numbers on the same base as is used for sixty of the other cities. The data for Green Bay are shown in the form of percentage changes.

## COST OF LIVING IN AUGUST

Between July and August, the total cost of living in the United States rose 0.3%, thus continuing the upward trend which has been in evidence since December, 1940. This increase came principally as a result of a rise of 0.8% in retail prices of food. Since a large number of food items are not subject to price-ceiling regulations, it is not surprising that food costs should continue to mount. Accompanying this change in food prices was an advance of 0.2% in clothing prices, largely

COST OF LIVING IN THE UNITED STATES  
Index Numbers, 1923=100



of seasonal items. No change occurred in costs of housing, fuel and light, and sundries. Since the same month a year ago, the cost of living has risen 9.7%, all items in the family budget having participated in the increase except gas and electricity, costs of which declined 0.2%.

## Changes by Cities

Between July and August, living costs rose in forty-six of the seventy cities regularly surveyed each month, remained unchanged in four, and declined in twenty.

The largest increase, 2.4%, occurred in Cincinnati; the next largest, 1.2%, was in Front Royal and in Spokane. In each instance, food prices rose substantially, and in Cincinnati and Front Royal clothing costs were also appreciably higher. The largest decline, 1.1%, occurred in Wilmington, Delaware, in which city all items except housefurnishings either declined or showed no change in cost.

Over the year-period, the cost of living rose in all sixty-eight cities for which data were available. The increments ranged from 6.8% in Grand Rapids to 15.3% in Oakland.

## WAGE-RATE INCREASES AND WORKERS AFFECTED

Date	All Manufacturing <sup>1</sup>		25 Manufacturing Industries <sup>2</sup>	
	Wage Earners Affected	Wage-Rate Increase	Wage Earners Affected	Wage-Rate Increase
1940				
July.....	...	...	1.6%	2.6%
August.....	0.5%	0.6%	0.8	4.2
September.....	0.6	6.7	0.8	3.8
October.....	0.6	7.0	1.0	4.0
November.....	1.4	5.5	3.7	4.5
December.....	1.1	6.3	7.1	2.8
1941				
January.....	3.0	4.9	2.1	5.8
February.....	1.1	6.1	1.7	5.1
March.....	1.6	6.7	2.1	6.8
April.....	11.7	9.6	10.3	8.0
May.....	10.1	8.9	11.2	8.4
June.....	10.2	9.1	12.8	7.9
July.....	6.6	8.5	8.0	7.8
August.....	3.8	7.3	5.9	6.1
September.....	5.5	9.0	7.2	7.1
October.....	5.1	8.7	4.1	7.0
November.....	2.2	8.0	4.3	6.4
December.....	3.0	7.4	3.5	6.8
1942				
January.....	n.a.	n.a.	3.7	6.1
February.....	1.9	7.9	3.0	5.7
March.....	2.5	7.9	4.1	6.3
April.....	2.5	8.0	4.0	7.1
May.....	4.2	8.3	4.7	6.4
June.....	3.7	8.3	4.3	7.5
July.....	2.6	7.5	4.6	7.1

<sup>1</sup>United States Bureau of Labor Statistics

<sup>2</sup>THE CONFERENCE BOARD

r Revised

n.a. Not available

p Preliminary

The revision of THE CONFERENCE BOARD's indexes of housing costs and of the total cost of living for Dayton, Ohio, has been completed and current figures are presented in the regular tables on page 294. Indexes for earlier dates are available upon request.



## WAGE-RATE CHANGES

Wage-rate increases averaging 7.1% were granted in July to 4.6% of the workers in the twenty-five manufacturing industries surveyed by THE CONFERENCE BOARD. As can be seen from the accompanying table, this record compares favorably with that of other recent months.

than living costs, their weekly earnings again reached a new high in terms of purchasing value. Thus in July, they could buy on the average 7.6% more than they could in July, 1941; and 42.9% more than in the "prosperity" year of 1929.

With commodities available for purchase being constantly withdrawn from the markets or being rationed

## PERCENTAGE CHANGES IN THE COST OF LIVING IN 70 CITIES, JULY TO AUGUST, 1942

Source: THE CONFERENCE BOARD

City	Percentage Change	City	Percentage Change	City	Percentage Change	City	Percentage Change
Cincinnati.....	+2.4	St. Paul.....	+0.6	Providence.....	+0.3	Detroit.....	-0.2
Front Royal, Va.....	+1.2	Anderson, Ind.....	+0.5	Rochester.....	+0.3	Flint, Mich.....	-0.2
Spokane.....	+1.2	Lynn.....	+0.5	Wausau, Wis.....	+0.3	Huntington, W. Va.....	-0.2
Duluth.....	+1.0	Oakland.....	+0.5	Akron.....	+0.2	Richmond.....	-0.2
Los Angeles.....	+1.0	Toledo.....	+0.5	Baltimore.....	+0.2	Roanoke, Va.....	-0.2
New Orleans.....	+1.0	Atlanta.....	+0.4	Des Moines.....	+0.2	Dallas.....	-0.3
Rockford, Ill.....	+1.0	Chicago.....	+0.4	San Francisco.....	+0.2	Indianapolis.....	-0.3
Sacramento.....	+1.0	Evansville, Ind.....	+0.4	Cleveland.....	+0.1	Milwaukee.....	-0.3
Seattle.....	+1.0	Kansas City, Mo.....	+0.4	Newark.....	+0.1	Muskegon.....	-0.3
Birmingham.....	+0.9	Louisville.....	+0.4	Syracuse.....	+0.1	Saginaw, Mich.....	-0.3
St. Louis.....	+0.9	New Haven.....	+0.4	Macon.....	0	Denver.....	-0.4
Portland, Ore.....	+0.8	New York.....	+0.4	Manchester, N. H.....	0	Lewistown, Pa.....	-0.4
Trenton.....	+0.8	Omaha.....	+0.4	Philadelphia.....	0	Meadville, Pa.....	-0.4
Bridgeport.....	+0.7	Boston.....	+0.3	Youngstown.....	0	Grand Rapids.....	-0.5
Chattanooga.....	+0.7	Dayton.....	+0.3	Buffalo.....	-0.1	Green Bay, Wis.....	-0.6
Memphis.....	+0.7	Fall River.....	+0.3	Erie.....	-0.1	Wilmington, Del.....	-1.1
Pittsburgh.....	+0.7	Houston.....	+0.3	Lansing.....	-0.1		
Minneapolis.....	+0.6	Joliet, Ill.....	+0.3	Parkersburg, W. Va.....	-0.1		

In the agricultural implement industry, and in hosiery and knit goods, paper and pulp, and silk and rayon, the increases ranged from 9% to 10%, but these wage increases affected an appreciable number of workers only in the hosiery and knit goods industry. Smaller, although substantial, increases were granted to large numbers of workers in the wool, paper product, lumber and millwork, and furniture industries. As a result of the recent shipbuilding agreement, sizable rate increases were granted to wage earners in that industry.

## EARNINGS AND HOURS

The effect of these wage-rate changes is evident in hourly earnings in the twenty-five manufacturing industries which rose from \$.917 in June to \$.927 in July, or 1.1%. Despite the fact that workers on the average put in fewer hours a week in July, their weekly earnings averaged 0.6% more, rising to a new high level of \$39.76. Since their earnings increased at a faster pace

the outlets for this purchasing power are being diminished, so that competition for available commodities is being increased, thus fostering inflation. It is of course expected that markedly higher taxes, now under consideration by Congress, will contribute toward mitigating this situation.

*Earnings and Hours in Shipbuilding*

Additional data from shipbuilding companies on their payrolls have resulted in a revision of THE CONFERENCE BOARD's indexes of earnings and hours of wage earners in this industry. These data, presented in an article on page 283, cover the period January, 1941, to date. They are based upon a varying sample which is estimated to cover between 50% and 60% of the industry in 1942.

ROBERT A. SAYRE

*Division of Industrial Economics*



## Earnings, Hours, Employment and Payrolls in Manufacturing, July, 1942

**J**ULY EARNINGS, employment, man hours and payrolls in twenty-five manufacturing industries were higher than those in any previous month, according to the regular monthly survey conducted by the Division of Industrial Economics of THE CONFERENCE BOARD. Although the number of hours worked in one week declined 0.2% in July, more hours were worked per week than in any other month since the depression, except for the period March through June of this year.

### WARTIME TRENDS OF WAGE STATISTICS

The effects of World War II upon industry and its workers can be divided into three periods. The first period is that from August, 1939, the month before the outbreak of hostilities in Europe, to May, 1940, the month before our lend-lease program was initiated. The second, or tooling-up period, extends from May, 1940, to November, 1941. The third period began with our entry into the war which necessitated speed-up in the production of armaments and other war requirements.

#### *From August, 1939, to May, 1940*

During the first period, hourly earnings in the twenty-five industries increased 2.4%, at an average rate of 0.3% per month. These higher hourly earnings resulted principally from wage-rate increases, since the hours worked per week averaged only 37.5 hours in May, 1940, and no overtime payments were necessary. Actually, the work week was 0.4 hour, or 1.1%, shorter during this period, so that the increase in weekly earnings was only 1.4%. Employment advanced 14.4% in the first four months but declined 3.8% in the five months from December to May, thus rising an average of 11.2%. Payrolls increased only 12.6%, reflecting not only greater employment but greater individual earnings. Total man hours worked advanced only 10.0%, the greater number of workers employed being partly offset by a shorter work week. "Real" weekly earnings were the same in May, 1940, as in August, 1939.

#### *From May, 1940, to November, 1941*

All previous peaks of earnings, employment, and payrolls were surpassed in this period, which was marked by accelerated rates of advance. The average work week was more than forty hours throughout most of this period, but it was still substantially shorter than it had been before the depression. Similarly, total man hours did not surpass the peaks reached in the Twenties. Hourly earnings rose 16.7%, at an average rate of 0.9%

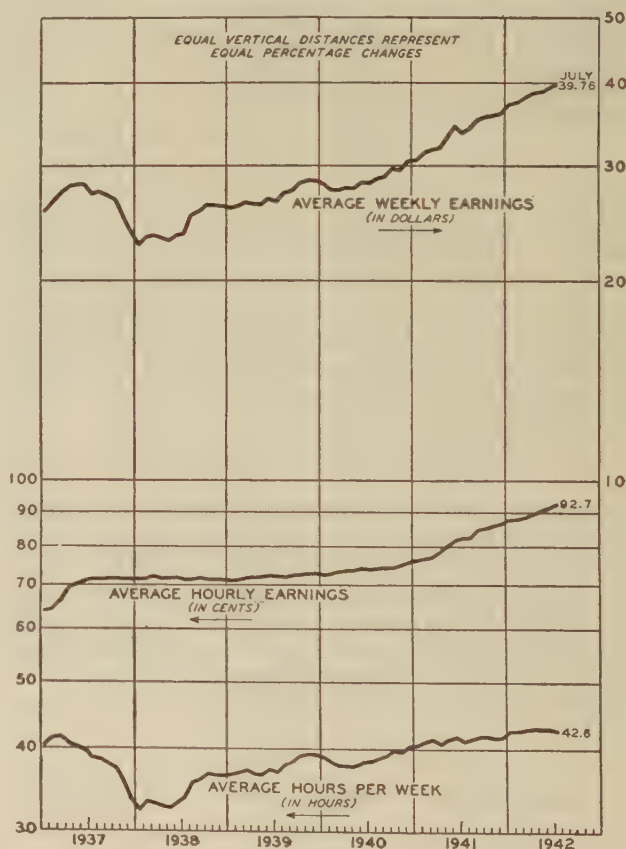
per month, principally as a result of higher wage rates, although overtime payments were partly responsible. In the same period, dollar weekly earnings advanced 29.2%, and "real" weekly earnings, 18.4%. Employment gained 36.1% in this period, total man hours worked increased 50.6%, and payrolls rose 75.8%.

### *United States at War*

Since our entrance into the war, further gains were recorded in all series and new peaks were recorded for July in everything except the average hours worked a

### EARNINGS AND HOURS IN 25 MANUFACTURING INDUSTRIES

Source: THE CONFERENCE BOARD



week. Hourly earnings, which were 7.8% higher in July than they were last November, showed an average gain of 1.1% each month. The work week averaged 42.6



## EARNINGS, HOURS, EMPLOYMENT, PAYROLLS, ALL WAGE EARNERS, 25 MANUFACTURING INDUSTRIES

NOTE: Hourly earnings are not wage rates because they include overtime and incentive payments

Date	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	Average Nominal Hours per Week per Wage Earner	Index Numbers, 1923=100							
					Hourly Earnings		Weekly Earnings		Actual Hours per Week per Wage Earner	Employ- ment	Total Man Hours	Payrolls
					Actual	Real	Actual	Real				
1941 July.....	\$ .822	\$33.70	41.0	40.5	151.9	170.9	126.6	142.4	83.3	122.3	101.9	154.8
August.....	.823	34.10	41.2	40.6	153.0	171.1	128.1	143.3	83.7	123.0	103.0	157.6
September.....	.845	35.10	41.6	40.6	156.2	172.0	131.9	145.3	84.6	125.3	106.0	165.3
October.....	.853	35.65	41.7	40.6	157.7	171.4	134.0	145.7	84.8	126.7	107.4	169.8
November.....	.860	35.74	41.5	40.6	159.0	171.2	134.3	144.6	84.3	127.4	107.4	171.1
December.....	.868	36.08	41.6	40.7	160.4	172.1	135.6	145.5	84.6	126.8	107.3	171.9
1942 January.....	.878	37.47	42.4	40.8	162.3	171.7	140.8	149.0	86.2	127.9	110.2	180.1
February.....	.880	37.53	42.4	40.9	162.7	171.1	141.0	148.3	86.2	128.8	111.0	181.6
March.....	.888	38.14	42.7	41.0	164.1	170.8	143.3	149.1	86.8	130.0	112.8	186.3
April.....	.896	38.68	42.8	41.0	165.6	170.5	145.4	149.7	87.0	131.5	114.4	191.2
May.....	.906	39.00	42.7	41.2	167.5	172.1	146.6	150.7	86.8	132.5	115.0	194.2
June.....	.917	39.52 <sub>r</sub>	42.7 <sub>r</sub>	41.2	169.5	174.2	148.5 <sub>r</sub>	152.6 <sub>r</sub>	86.8 <sub>r</sub>	134.2 <sub>r</sub>	116.5 <sub>r</sub>	199.3 <sub>r</sub>
July.....	.927	39.76	42.6	41.2	171.3	175.7	149.4	153.2	86.6	135.6	117.4	202.6

<sub>r</sub>Revised

## EARNINGS AND HOURS, ALL WAGE EARNERS, JULY, 1942

NOTE: Hourly earnings are not wage rates, because they include overtime and incentive payments

Industry	Average Earnings				Average Hours per Week per Wage Earner			
	Hourly		Weekly		Actual		Nominal	
	July	June	July	June	July	June	July	June
Agricultural implement.....	\$1.011	\$1.014 <sub>r</sub>	\$43.57	\$43.63 <sub>r</sub>	43.1	43.0	42.9	42.8
Automobile <sup>1</sup> .....	1.241	1.237	54.11	54.80 <sub>r</sub>	43.6	44.3 <sub>r</sub>	41.1	41.2 <sub>r</sub>
Boot and shoe.....	.667	.671 <sub>r</sub>	24.76	25.03	37.1	37.3 <sub>r</sub>	40.4	40.8
Chemical.....	.945	.936	38.92	39.46	41.2	42.2	40.1	40.2
Rayon and allied products.....	.844	.835	33.14	32.77	39.2	39.3	40.0	40.0
Cotton—North.....	.640	.638	26.58	26.38	41.5	41.4	40.1	40.5
Electrical manufacturing.....	1.003	1.000	46.05	46.44	45.9	46.4	41.0	41.0
Furniture <sup>2</sup> .....	.845	.828	36.19	34.65	42.8	41.8	40.9	40.9
Hosiery and knit goods.....	.634	.627	23.71	23.42	37.4	37.4	40.1	40.1
Iron and steel <sup>3</sup> .....	1.027	1.019	39.44	39.44	38.4	38.7	41.1	41.1
Leather tanning and finishing.....	.801	.805	32.16	32.91	40.1	40.9	41.9	41.8
Lumber and millwork.....	.932	.930	43.20	41.11 <sub>r</sub>	44.0	44.2	40.9	40.9
Meat packing.....	.808	.811	32.69	32.92	40.4	40.6	40.0	40.0
Paint and varnish.....	.858	.861	35.62	35.46	41.5	41.2	40.0	40.0
Paper and pulp.....	.824	.815	33.49	33.68 <sub>r</sub>	40.6	41.3 <sub>r</sub>	40.4	40.5
Paper products.....	.759	.742	29.98	29.42	39.5	39.6	40.2	40.2
Printing—book and job.....	.875	.870	35.36	35.37	40.4	40.7	39.8	39.8
Printing—news and magazine.....	1.028	1.032	39.56	39.28	38.5	38.1	39.7	39.7
Rubber.....	1.021	1.010	41.40	41.05	40.6	40.6	38.9	39.0
1. Rubber tires and tubes.....	1.131	1.127	46.58	45.52	41.2	40.4	38.6	38.6
2. Other rubber products.....	.851	.849	33.75	34.78	39.6	40.9	39.3	39.5
Silk and rayon.....	.632	.630	24.97	24.65	39.5	39.1	40.4	40.5
Wool.....	.801	.773	33.14	31.65	41.4	40.9	40.2	40.3
1. Woolen and worsted goods.....	.800	.762	33.38	31.55	41.8	41.4	40.0	40.0
2. Other woolen products <sup>4</sup> .....	.803	.797	32.71	31.85	40.7	40.0	40.6	41.0
Foundries and machine shops.....	1.003	1.001	47.28	47.37	47.1	47.3	43.1	43.1 <sub>r</sub>
1. Foundries.....	.964	.962	43.17	43.19	44.8	44.9	42.0	42.0
2. Machines and machine tools.....	1.020	1.024 <sub>r</sub>	50.98	52.21 <sub>r</sub>	50.0	51.0	44.9	44.7 <sub>r</sub>
3. Heavy equipment.....	1.072	1.034	51.42	49.64	48.0	48.0	42.9	43.2
4. Hardware and small parts.....	.923	.919	41.72	42.24	45.2	45.9	41.2	41.2
5. Other products.....	.978	1.002	45.23	45.96 <sub>r</sub>	46.2	45.9	43.1	43.1
25 INDUSTRIES.....	\$ .927	\$ .917	\$39.76	\$39.52 <sub>r</sub>	42.6	42.7 <sub>r</sub>	41.2	41.2
Cement.....	.821	.816	\$31.70	\$32.22	38.6	39.5	39.6	39.5
Petroleum refining.....	1.137	1.128	42.29	42.38	37.2	37.6	36.9	36.8
27 INDUSTRIES.....	\$ .920	\$ .919	\$39.73	\$39.51 <sub>r</sub>	42.5	42.7	41.1	41.1 <sub>r</sub>

See footnotes on page 293



## EARNINGS, EMPLOYMENT, MAN HOURS, AND PAYROLLS, ALL WAGE EARNERS, JULY, 1942

Index Numbers, 1923=100

NOTE: Hourly earnings are not wage rates, because they include overtime and incentive payments

INDUSTRY	Average Earnings						Employment		Total Man Hours Worked		Payrolls	
	Hourly, Actual		Weekly									
			Actual		Real							
	July	June	July	June	July	June	July	June	July	June	July	June
Agricultural implement.....	181.8	182.4r	158.4	158.6r	162.5	163.0r	143.9	143.8r	125.3	125.0r	227.9	228.1r
Automobile <sup>1</sup> .....	196.4	195.7	179.5	181.8r	184.1	186.8r	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Boot and shoe.....	134.7	135.6r	109.6	110.8	112.4	113.9	98.1	100.0	79.9	81.8r	107.5	110.8
Chemical.....	186.8	185.0	144.6	146.6	148.3	150.7	160.0	161.9	123.8	128.4	231.4	237.3
Cotton—North.....	143.8	143.4	125.1	124.2	128.3	127.6	48.7	49.3	42.3	42.7	60.9	61.2
Electrical manufacturing.....	176.6	176.1	170.0	171.4	174.4	176.2	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Furniture <sup>2</sup> .....	163.4	160.2	145.1	138.9	148.8	142.8	96.9	101.4	86.0	87.9	140.6	140.8
Hosiery and knit goods.....	166.0	164.1	134.2	132.5	137.6	136.2	99.9	98.8	80.7	79.8	134.1	130.9
Iron and steel <sup>3</sup> .....	172.3	171.0	115.3	115.8	118.3	118.5	132.4	133.4	88.2	89.5	152.7	153.8
Leather tanning and finishing.....	164.8	165.6	138.9	142.1	142.5	146.0	88.0	90.2	74.1	77.5	122.2	128.2
Lumber and millwork.....	207.6	196.6	184.5	175.5	189.2	180.4	68.9	69.2r	61.3	61.8	127.1	121.4
Meat packing.....	170.8	171.5	138.9	139.8	142.5	143.7	155.7	148.6	126.6	121.4	216.3	207.7
Paint and varnish.....	160.7	161.2	134.1	133.5	137.5	137.2	140.4	143.5	117.0	118.7	188.3	191.6
Paper and pulp.....	163.5	161.7	128.4	129.1r	131.7	132.7r	122.6	127.7	96.1	101.8r	157.4	164.9r
Paper products.....	166.4	162.7	137.6	135.1	141.1	138.8	163.3	172.0	135.5	143.1	224.7	232.4
Printing—book and job.....	134.0	133.2	118.1	118.1	121.1	121.4	110.2	113.3	97.0	100.5	130.1	133.8
Printing—news and magazine.....	148.3	148.9	126.7	125.8	129.9	129.3	120.4	120.5	103.1	102.1	152.5	151.6
Rubber.....	163.1	161.3	147.7	146.5	151.5	150.6	97.4	91.5	88.2	82.9	143.9	134.0
Silk and rayon.....	127.4	127.0	108.4	107.0	111.2	110.0	80.8	79.0	68.6	66.4	87.6	84.5
Wool.....	158.6	153.1	138.3	132.0	141.8	135.7	84.0	84.4	73.2	72.7	116.2	111.4
Foundries and machine shops.....	175.0	174.7	166.7	167.0	171.0	171.6	217.3	213.2r	206.4	203.4	362.2	356.0
1. Foundries.....	163.4	163.1	145.8	145.9	149.5	149.9	138.9	138.2	123.9	123.6	202.5	201.6
2. Machines and machine tools.....	185.8	186.5r	186.7	191.2r	191.5	196.5r	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
3. Heavy equipment.....	160.0	154.3	155.7	150.3	159.7	154.5	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
4. Hardware and small parts.....	180.3	179.5	168.2	170.3	172.5	175.0	198.2	199.9	184.7	189.1	333.4	340.4
5. Other products.....	174.6	178.9	165.5	168.2	169.7	172.9	235.2	230.5r	222.7	216.9r	389.3	387.7r
25 INDUSTRIES.....	171.3	169.5	149.4	148.5r	153.2	152.6r	135.6	134.2r	117.4	116.5r	202.6	199.3r

NOTE: No basic 1923 data are available, hence no indexes are given for the following: rubber tires and tubes, other rubber products, woolen and worsted goods, other woolen products, cement, petroleum refining, and "27 Industries." See footnotes on page 293

hours in July, 1.1 hours, or 2.7%, longer than in November, 1941. Average weekly earnings exceeded those at the beginning of the period by 11.2% and "real" weekly earnings were up 5.9%, despite higher living costs. Employment gained 6.4%, man hours worked were 9.3% greater, and payrolls totaled 18.4% more than in the previous period.

totalled 81.2% more and payrolls 134.5% more in July than in August, 1939.

## THE AIRCRAFT INDUSTRY

Earnings of all workers in the aircraft industry declined in July largely as a result of the employment of

## AIRCRAFT, JUNE and JULY, 1942

Source: THE CONFERENCE BOARD

## Summary

Over the entire period from August, 1939, to July, 1942, average hourly earnings rose 28.8% and the work week was 4.7 hours, or 12.4%, longer. Actual weekly earnings advanced 45.7% over August, 1939, and "real" weekly earnings exceeded those before the war by 25.5%. The number of wage earners at work in the twenty-five industries was 61.0% greater than at the beginning of the period. Man hours worked

Category	All Wage Earners		All Male		All Female		Male Wage Earners			
							Unskilled		Semi-Skilled and Skilled	
	July, 1942	June, 1942	July, 1942	June, 1942	July, 1942	June, 1942	July, 1942	June, 1942	July, 1942	June, 1942
Hourly earnings.....	\$ .961	\$ .980r	\$ .990	\$1.006r	\$ .764	\$ .746r	\$ .922	\$ .912	\$ .992	\$1.009r
Weekly earnings.....	\$44.79	\$45.87r	\$46.23	\$47.08r	\$34.84	\$34.76r	\$42.97	\$43.05	\$46.33	\$47.22r
Actual hours <sup>1</sup> .....	46.6	46.8	46.7	46.8r	45.6	46.6r	46.6	47.2	46.7	46.8r
Nominal hours <sup>1</sup> .....	46.5	46.6r	.....	.....	.....	.....	.....	.....	.....	.....

<sup>1</sup>Per week per wage earner.

r Revised

NOTE: Averages for July are preliminary and subject to revision.

a greater number of women at a lower basic wage rate. A fractionally shorter work week which reduced overtime payments was also a contributory factor.



## EARNINGS AND HOURS, MALE AND FEMALE WAGE EARNERS, JULY, 1942

NOTE: Hourly earnings are not wage rates, because they include overtime and incentive payments

INDUSTRY	ALL MALE						FEMALE					
	Average Earnings				Average Hours per Week per Wage Earner		Average Earnings				Average Hours per Week per Wage Earner	
	Hourly		Weekly				Hourly		Weekly			
	July	June	July	June	July	June	July	June	July	June	July	June
Agricultural implement.....	\$1.016	\$1.018r	\$43.75	\$43.82r	43.1	43.0	\$.799	\$.793r	\$34.31	\$33.48r	42.9	42.2r
Automobile <sup>1</sup> .....	1.273	1.268	55.88	56.55r	43.9	44.6r	.812	.819	32.72	33.17r	40.3	40.5r
Boot and shoe.....	.765	.771	29.06	29.47	38.0	38.2	.548	.552r	19.74	19.89	36.0	36.0r
Chemical.....	.996	.984r	41.43	42.03	41.6	42.7	.634	.628	24.07	23.96	38.0	38.1
Rayon and allied products.....	.911	.900	36.51	35.89	40.1	39.9	.619	.615	22.65	22.93	36.6	37.3
Cotton—North.....	.700	.699	30.10	29.67	43.0	42.5	.564	.563	22.49	22.54	39.9	40.1
Electrical manufacturing.....	1.080	1.072	50.62	50.79	46.9	47.4	.704	.700	29.91	30.08r	42.5	43.0
Furniture <sup>2</sup> .....	.862	.844	37.15	35.45	43.1	42.0	.583	.582	21.92	22.93	37.6	39.4
Hosiery and knit goods.....	.813	.807	33.91	32.58	41.7	40.4	.521	.517	18.75	18.95	36.0	36.7
Iron and steel <sup>3</sup> .....	1.027	1.019	39.44	39.44	38.4	38.7	.....	.....	.....	.....	.....	.....
Leather tanning and finishing.....	.821	.825	33.39	34.07	40.7	41.3	.647	.645	23.42	24.54	36.2	38.0
Lumber and millwork.....	.982	.930	43.20	41.11r	44.0	44.2	.....	.....	.....	.....	.....	.....
Meat packing.....	.844	.846	34.53	34.98	40.9	41.3	.642	.639	24.63	23.77	38.3	37.2
Paint and varnish.....	.872	.876	36.45	36.27	41.8	41.4	.633	.626	23.29	24.29	36.5	38.8
Paper and pulp.....	.842	.833	34.39	34.64r	40.8	41.6	.570	.560	20.28	20.42	35.6	36.5
Paper products.....	.852	.836	34.62	34.19	40.6	40.9	.540	.526	20.02	19.46	37.1	37.0
Printing—book and job.....	.980	.975	39.59	39.68	40.4	40.7	.561	.555	22.66	22.59	40.4	40.7
Printing—news and magazine.....	1.090	1.092	42.04	41.64	38.6	38.1	.611	.623	23.20	23.50	37.9	37.7
Rubber.....	1.143	1.132	48.18	47.43	42.1	41.9	.711	.704	26.34	26.60	37.0	37.8
1. Rubber tires and tubes.....	1.209	1.203	51.15	49.89	42.3	41.5	.806	.800	29.91	29.16	37.1	36.4
2. Other rubber products.....	1.002	.997	41.92	42.56	41.8	42.7	.645	.643	23.83	24.88	37.0	38.7
Silk and rayon.....	.714	.711	28.55	27.91	40.0	39.3	.502	.506	19.40	19.68	38.7	38.9
Wool.....	.853	.827	36.20	34.62	42.4	41.9	.708	.667	27.26	25.30	38.5	37.9
1. Woolen and worsted goods.....	.859	.814	36.45	34.15	42.4	41.9	.727	.675	28.81	26.45	39.6	39.2
2. Other woolen products <sup>4</sup> .....	.846	.842	35.92	35.18	42.5	41.8	.663	.648	23.83	22.65	36.0	34.9
Foundries and machine shops.....	1.024	1.022r	48.60	48.64r	47.5	47.6	.704	.691r	30.44	30.29r	43.2	43.8
1. Foundries.....	.970	.967	43.54	43.56	44.9	45.1	.702	.713	27.42	27.27	39.1	38.2
2. Machines and machine tools.....	1.032	1.037r	52.18	53.28r	50.5	51.4	.796	.769	33.02	34.37	41.5	44.7
3. Heavy equipment.....	1.072	1.034	51.42	49.64	48.0	48.0	.....	.....	.....	.....	.....	.....
4. Hardware and small parts.....	.974	.970	44.86	45.41	46.0	46.8	.666	.662	27.55	27.81	41.4	42.0
5. Other products.....	1.011	1.036r	46.87	47.63r	46.4	46.0	.696	.683r	31.38	30.70r	45.1	45.0
25 INDUSTRIES.....	\$.990	\$.979r	\$43.11	\$42.82r	43.4	43.5r	\$.608	\$.600	\$23.59	\$23.42r	38.6	38.8
Cement.....	\$.821	\$.816	\$31.70	\$32.22	38.6	39.5	.....	.....	.....	.....	.....	.....
Petroleum refining.....	1.137	1.128	42.29	42.38	37.2	37.6	.....	.....	.....	.....	.....	.....
27 INDUSTRIES.....	\$.991	\$.980r	\$43.00	\$42.72r	43.3	43.4	.....	.....	.....	.....	.....	.....

See footnotes on page 293

Male workers received \$.990 an hour in July, or 1.6% less than they averaged in June. Although hourly earnings of unskilled workers were 1.1% greater than in June, hourly earnings of semi-skilled and skilled workers, who comprise a substantially larger group, were reduced 1.7%. Average hourly earnings of women workers were 2.4% higher in July. This rise undoubtedly reflected their acquirement of greater skill and their transfer to more highly paid jobs.

With fewer hours worked weekly in July, average weekly earnings of male workers declined. The average weekly return of women workers rose slightly, since the shortening of their work week was not sufficient to offset the effect of their higher hourly earnings.

## LABOR STATISTICS IN JULY

Hourly earnings in rising 1.1% from June to July reached the level of \$.927. This level was 12.8% above

that of July, 1941, and 57.1% above the average for the year 1929.

Weekly earnings advanced 0.6% and averaged \$39.76 in July. They were 18.0% more than in July last year and 39.3% more than weekly earnings in 1929.

Hours worked per week at 42.6 were 0.2% less than in June and 11.8% below the average for 1929. However, they had increased 3.9% in the year-period.

"Real" weekly earnings, or dollar weekly earnings adjusted for changes in the cost of living, were 7.6% greater than in July, 1941, 42.9% greater than in 1929.

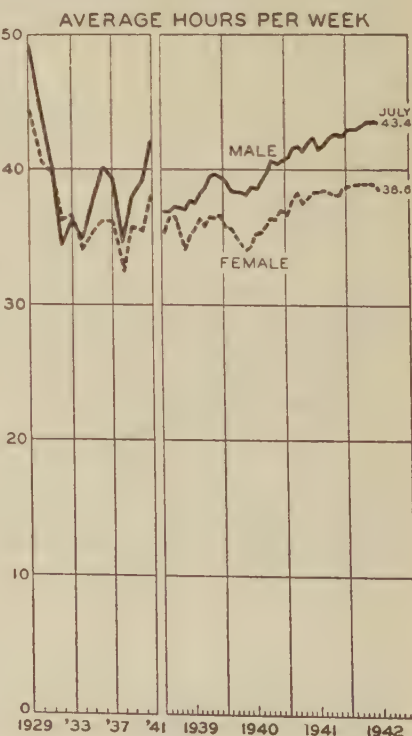
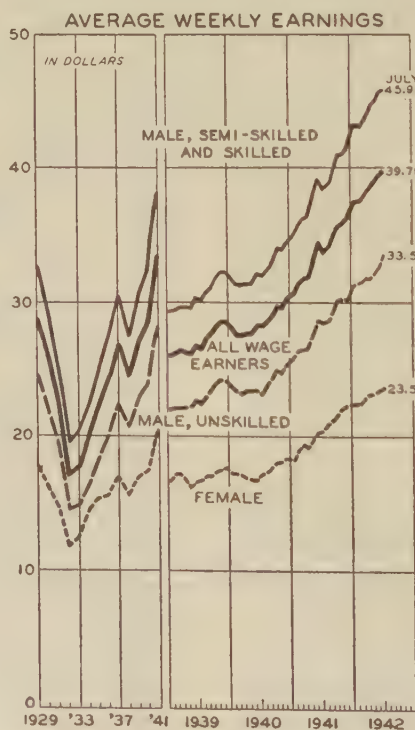
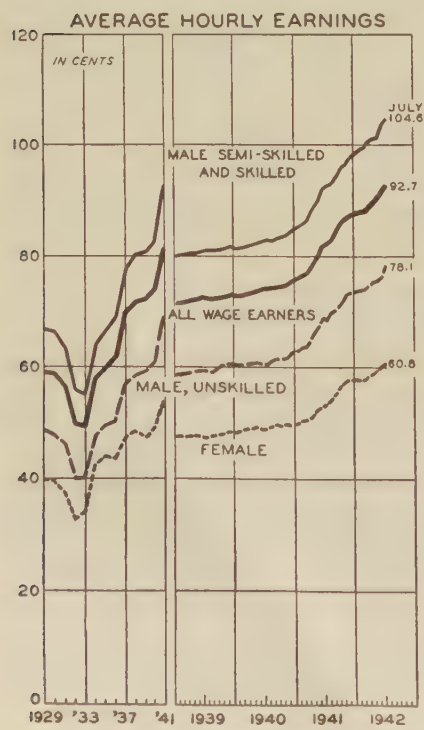
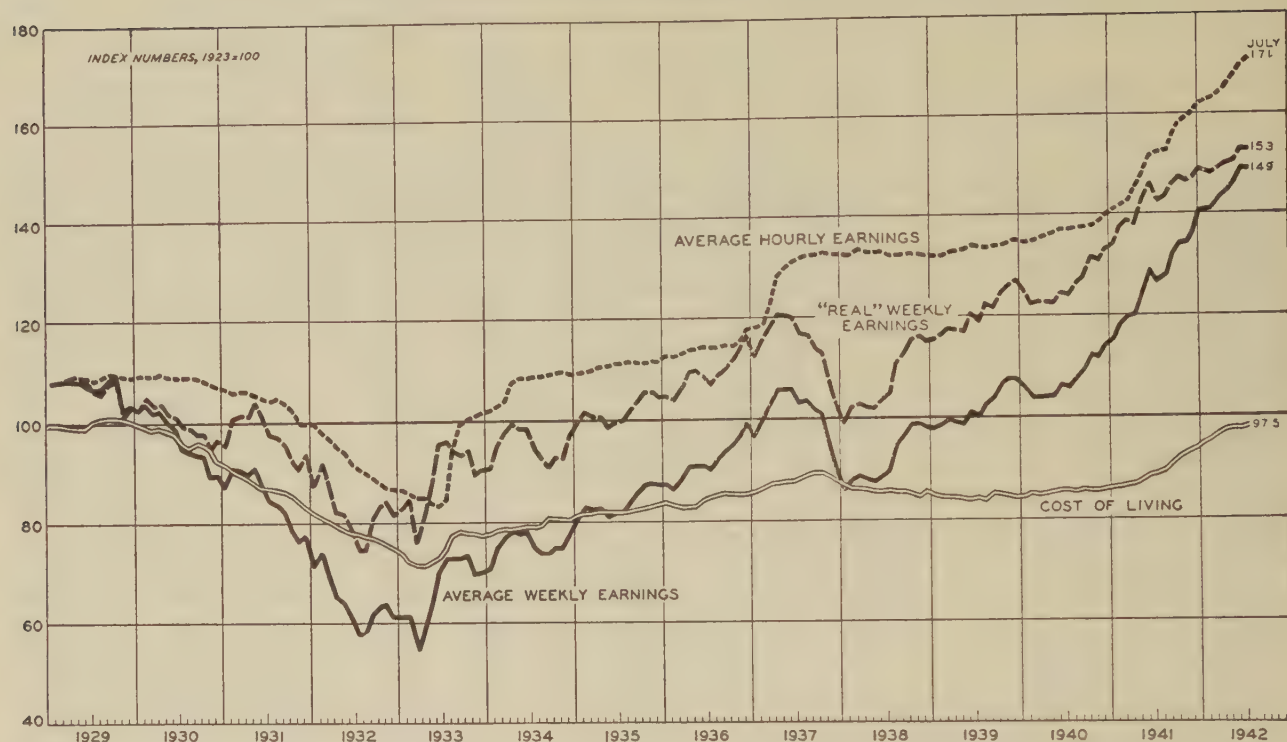
Employment in July increased 1.0%, and was 10.9% higher than in July, 1941, and 34.3% higher than in 1929.

Man hours worked totaled 0.8% more in July than in June. They have risen 15.2% since July, 1941, and 18.3% since 1929.



# WAGE EARNINGS IN TWENTY-FIVE MANUFACTURING INDUSTRIES

Source: THE CONFERENCE BOARD





## EARNINGS AND HOURS, UNSKILLED AND SKILLED AND SEMI-SKILLED MALE WAGE EARNERS, JULY, 1942

NOTE: Hourly earnings are not wage rates, because they include overtime and incentive payments

INDUSTRY	UNSKILLED						SKILLED AND SEMI-SKILLED					
	Average Earnings				Average Hours per Week per Wage Earner		Average Earnings				Average Hours per Week per Wage Earner	
	Hourly		Weekly				Hourly		Weekly			
	July	June	July	June			July	June	July	June		
Agricultural implement.....	\$ .836	\$ .821 <sup>r</sup>	\$34.60	\$34.42 <sup>r</sup>	41.4	41.9 <sup>r</sup>	\$1.041	\$1.047 <sup>r</sup>	\$45.09	\$45.22 <sup>r</sup>	43.3	43.2 <sup>r</sup>
Automobile <sup>1</sup> .....	1.074	1.053 <sup>r</sup>	46.29	46.23 <sup>r</sup>	43.1	43.9	1.300	1.297 <sup>r</sup>	57.20	57.98 <sup>r</sup>	44.0	44.7 <sup>r</sup>
Boot and shoe.....	.444	.440	16.34	16.50	36.8	37.5	.778	.785	29.56	29.99	38.0	38.2
Chemical.....	.947	.823	35.15	33.69	41.5	41.0	1.045	1.035 <sup>r</sup>	43.53	44.83	41.7	43.3 <sup>r</sup>
Rayon and allied products.....	.664	.640	25.49	24.48	38.4	38.3	.943	.933	38.01	37.42	40.3	40.1
Cotton—North.....	.637	.635	27.35	26.76	42.9	42.1	.727	.725	31.26	30.88	43.0	42.6
Electrical manufacturing.....	.822	.811	36.99	36.90	45.0	45.5	1.109	1.101	52.23	52.41	47.1	47.6
Furniture <sup>2</sup> .....	.738	.685	34.10	30.48	46.2	44.5	.893	.884	37.77	36.60	42.3	41.4
Hosiery and knit goods.....	.524	.518	21.70	21.38	41.4	41.3	.845	.840	35.29	33.85	41.8	40.3
Iron and steel <sup>3</sup> .....	.780	.769	29.09	28.76	37.3	37.4	1.071	1.063	41.34	41.35	38.6	38.9
Leather tanning and finishing.....	.628	.622	25.55	25.16	40.7	40.4	.863	.868	34.87	35.56	40.4	41.0
Lumber and millwork.....	.702	.679	30.02	28.75 <sup>r</sup>	42.7	42.3	1.064	1.002	47.74	45.51 <sup>r</sup>	44.9	45.4
Meat packing.....	.728	.732	29.70	29.79	40.8	40.7	.907	.908	37.10	37.77	40.9	41.6
Paint and varnish.....	.742	.748	30.72	30.44	41.4	40.7	.942	.945	39.56	39.50	42.0	41.8
Paper and pulp.....	.714	.708	28.17	28.58 <sup>r</sup>	39.5	40.3 <sup>r</sup>	.898	.889	37.17	37.43 <sup>r</sup>	41.4	42.1
Paper products.....	.667	.662	26.57	26.81	39.9	40.5	.913	.896	37.35	36.80	40.9	41.1
Printing—book and job.....	.581	.580	23.82	24.24	41.0	41.8	1.113	1.106	44.74	44.57	40.2	40.3
Printing—news and magazine.....	.675	.688	24.99	25.59	37.0	37.2	1.204	1.201	46.96	46.10	39.0	38.4
Rubber.....	.807	.781	32.93	31.32	40.8	40.1	1.155	1.145	48.74	48.06	42.2	42.0
1. Rubber tires and tubes.....	.864	.828	35.08	31.88	40.6	38.5	1.222	1.217	51.76	50.64	42.4	41.6
2. Other rubber products.....	.674	.685	27.83	30.17	41.3	44.0	1.014	1.008	42.43	43.01	41.9	42.7
Wool.....	.713	.675	29.52	27.77	41.4	41.1	.921	.901	39.56	38.07	43.0	42.3
1. Woolen and worsted goods.....	.749	.691	31.21	28.62	41.7	41.4	.930	.894	39.94	37.82	42.9	42.3
2. Other woolen products <sup>4</sup> .....	.648	.645	26.48	26.19	40.9	40.6	.912	.908	39.21	38.32	43.0	42.2
Foundries and machine shops.....	.862	.829	40.04	39.15 <sup>r</sup>	46.4	47.2	1.065	1.069	51.30	51.58 <sup>r</sup>	48.2	48.3
1. Foundries.....	.783	.780	34.46	34.10 <sup>r</sup>	44.0	43.7 <sup>r</sup>	1.048	1.043	47.44	47.58 <sup>r</sup>	45.3	45.6 <sup>r</sup>
2. Machines and machine tools.....	.871	.859 <sup>r</sup>	43.99	43.38	50.5	50.5	1.078	1.073	54.61	55.93 <sup>r</sup>	50.6	52.1 <sup>r</sup>
3. Heavy equipment.....	.926	.888	42.55	40.35	45.9	48.1	1.100	1.074	53.54	51.84	48.7	48.2
4. Hardware and small parts.....	.795	.783	36.84	36.46	46.3	46.6	.992	.990	45.73	46.51	46.1	47.0
5. Other products.....	.863	.855	39.82	40.01	46.1	46.8	1.051	1.095 <sup>r</sup>	49.98	51.39 <sup>r</sup>	47.6	46.9
24 INDUSTRIES <sup>5</sup> .....	\$ .781	\$ .760	\$33.55	\$32.74 <sup>r</sup>	42.8	42.9	\$1.046	\$1.038	\$45.94	\$45.80 <sup>r</sup>	43.8	44.0
Cement.....	\$ .728	\$ .718	\$27.36	\$27.58	37.6	38.4	\$ .835	\$ .832	\$32.39	\$32.97	38.8	39.6
Petroleum refining.....	.879	.866	33.14	33.43	37.7	38.6	1.182	1.174	43.85	43.91	37.1	37.4
26 INDUSTRIES <sup>5</sup> .....	\$ .781	\$ .761 <sup>r</sup>	\$33.49	\$32.70 <sup>r</sup>	42.7	42.8	\$1.047	\$1.039	\$45.79	\$45.66 <sup>r</sup>	43.6	43.8 <sup>r</sup>

NOTE: The wage data here given are for cash payments only and do not take into consideration the value of such wage equivalents as reduced or free house rents or other special services rendered by the company to employees. Various forms of wage equivalents are in use in industrial establishments in many localities, but the part which they play as compensation for work performed cannot be taken into account in a study of this character.

<sup>1</sup>Based on data collected by the Automobile Manufacturers Association and THE CONFERENCE BOARD; revised data since Jan. 1941, available upon request.<sup>2</sup>Includes wood, metal, and upholstered household and office furniture.<sup>3</sup>Based on data collected by the American Iron and Steel Institute and THE CONFERENCE BOARD.<sup>4</sup>Silk and rayon industry not included, as adequate data for unskilled and skilled groups are not available for this industry.<sup>5</sup>n.c. Not available for publication; included in total indexes.<sup>r</sup>Principally rugs.<sup>p</sup>Preliminary<sup>r</sup>Revised

Payrolls stood at 202.6 (1923=100) in July. This level was 1.7% greater than that in June, 30.9% greater than that a year before and 86.9% higher than 1929 payrolls.

Employed manufacturing workers in July were in an advantageous position according to these surveys. They received the highest hourly earnings recorded in this series and they worked 42.6 hours a week for which they received \$39.76. With this amount of money they could purchase more necessities and services than they

were in position to obtain in any previous month since these surveys were initiated.

More persons were at work in the twenty-five industries than ever before. Their man hours of work totaled more and the payrolls paid out by manufacturers were larger in July than in any other month since these surveys were begun in 1914.

E. B. DUNN  
Division of Industrial Economics



## Cost of Living, United States and 70 Cities, August

**L**IVING COSTS for families of wage earners and lower-salaried clerical workers in the United States rose 0.3% between July 15 and August 15. The cost of food, which increased 0.8%, and clothing prices which advanced 0.2%, were the only major items to show any change. All other components of the index remained unchanged. Since a year ago, food prices have risen 15.8% and clothing prices, 18.4%. THE CONFERENCE BOARD's index for August stood at 98.1% of the 1923 level, as compared with 97.8% in the previous month. The purchasing value of the 1923 dollar was 101.9 cents for August, and 102.2 cents for July, while a year ago it was 111.9 cents.

Two cities, Green Bay, Wisconsin, and Huntington,

West Virginia, have been added this month to the 68 cities in which THE CONFERENCE BOARD regularly surveys living costs. The revised series for rent and the total cost of living in Dayton are also included in the accompanying tables this month. The complete series for Dayton is available upon request.

Forty-six of the seventy cities reported increases in the cost of living since a month ago. Costs declined in twenty, while there was no change in four. The largest advance, 2.4%, occurred in Cincinnati. Between August, 1941, and August, 1942, the cost of living rose in all cities for which data are available.

H. S. HILL

Division of Industrial Economics

### CHANGES IN THE COST OF LIVING, AUGUST, 1942

ITEM	Budgetary Weights <sup>1</sup>	Index Numbers, 1923=100			Percentage Changes	
		August, 1942	July, 1942	August, 1941	July, 1942 to August, 1942	August, 1941 to August, 1942
Food <sup>2</sup> .....	33	101.1	100.3	87.3	+0.8	+15.8
Housing.....	20	90.8	90.8	88.6	0	+2.5
Clothing.....	12	88.2	88.0	74.5	+0.2	+18.4
Men's.....	..	97.7	97.6	82.0	+0.1	+19.1
Women's.....	..	78.6	78.4	66.9	+0.3	+17.5
Fuel and light.....	5	90.4	90.4	88.6	0	+2.0
Coal.....	..	92.8	92.8	90.0	0	+3.1
Gas and electricity <sup>3</sup> .....	..	85.7	85.7	85.9	0	-0.2
Sundries.....	30	105.0	105.0 <sup>r</sup>	98.8	0	+6.3
Weighted average of all items.....	100	98.1	97.8 <sup>r</sup>	89.4	+0.3	+9.7
Purchasing value of dollar.....	..	101.9	102.2 <sup>r</sup>	111.9	-0.3	-8.9

<sup>1</sup>Relative importance in post World War I, family budget.

<sup>2</sup>Based on THE CONFERENCE BOARD indexes of food prices, August 15, 1941; July 15, 1942 and August 14, 1942.

<sup>3</sup>Based on retail prices of 35 kilowatt hours of electricity, 1,000 cubic feet of natural gas, or 2,000 cubic feet of manufactured gas.

### COST OF LIVING OF WAGE EARNERS IN THE UNITED STATES, AND PURCHASING VALUE OF THE DOLLAR

Index Numbers, 1923 = 100

Date	Weighted Average of All Items	Food	Housing	Clothing			Fuel and Light			Sundries	Purchasing Value of Dollar
				Total	Men's	Women's	Total	Coal	Gas and Electricity		
1941 August.....	89.4	87.3	88.6	74.5	82.0	66.9	88.6	90.0	85.9	98.8	111.9
September.....	90.8	89.4	88.9	76.9	84.8	69.0	89.4	91.1	85.9	99.8	110.1
October.....	92.0	90.7	89.2	78.3	86.2	70.4	90.0	92.0	85.9	101.5	108.7
November.....	92.9	92.2	89.5	79.6	87.3	71.9	90.2	92.4	85.9	101.9	107.6
December.....	93.2	92.6	89.9	80.1	87.8	72.3	90.3	92.5	85.9	102.2	107.3
1942 January.....	94.5	95.2	90.1	82.4	91.4	73.4	90.3	92.6	85.7	102.5	105.8
February.....	95.1	95.7	90.4	84.5	93.6	75.3	90.4	92.7	85.7	102.9	105.2
March.....	96.1	97.5	90.7	85.8	95.2	76.4	90.4	92.8	85.7	103.5	104.1
April.....	97.1	98.8	91.0	88.4	98.3	78.5	90.1	92.3	85.7	104.1	103.0
May.....	97.3	99.1	91.1	88.6	98.0	79.1	90.5	92.9	85.7	104.2	102.8
June.....	97.3	99.5	91.0	88.1	97.8	78.3	90.4	92.8	85.7	104.1	102.8
July.....	97.8 <sup>r</sup>	100.3	90.8	88.0	97.6	78.4	90.4	92.8	85.7	105.0 <sup>r</sup>	102.2 <sup>r</sup>
August.....	98.1	101.1	90.8	88.2	97.7	78.6	90.4	92.8	85.7	105.0	101.9



# **COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 61 CITIES DURING JULY AND AUGUST, 1942**

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Aug. 1942	July 1942	Aug. 1941	July 1942 to Aug. 1942	Aug. 1941 to Aug. 1942		Aug. 1942	July 1942	Aug. 1941	July 1942 to Aug. 1942	Aug. 1941 to Aug. 1942
<b>Akron</b>						<b>Chattanooga</b>					
Food.....	129.5	129.2	112.5	+0.2	+15.1	Food.....	144.3	141.1	118.8	+2.3	+21.5
Housing.....	114.1	114.1	117.5	0	-2.9	Housing.....	103.7	103.7	101.0	0	+2.7
Clothing.....	121.1	121.0	99.9	+0.1	+21.2	Clothing.....	118.0	118.0	100.8	0	+17.1
Fuel and light.....	113.8	113.2	111.1	+0.1	+2.0	Fuel and light.....	104.8	104.8	100.5	0	+4.3
Housefurnishings.....	118.4	118.4	101.1	0	+17.1	Housefurnishings.....	121.5	121.5	103.0	0	+18.0
Sundries.....	105.7	105.6 <sub>r</sub>	99.9	+0.1	+5.8	Sundries.....	102.9	103.0 <sub>r</sub>	97.6	-0.1	+5.4
Weighted Total.....	117.6	117.4 <sub>r</sub>	108.0	+0.2	+8.9	Weighted Total.....	117.7	116.9 <sub>r</sub>	105.1	+0.7	+12.0
<b>Atlanta</b>						<b>Chicago</b>					
Food.....	129.5	128.0	113.0	+1.2	+14.6	Food.....	125.6	124.2	112.1	+1.1	+12.0
Housing.....	99.2	99.2	98.8	0	+0.4	Housing.....	105.5	105.5	100.8	0	+4.7
Clothing.....	117.9	117.9	101.3	0	+16.4	Clothing.....	122.2	122.8	101.9	-0.5	+19.9
Fuel and light.....	109.3	109.3	102.8	0	+6.3	Fuel and light.....	99.7	99.7	98.5	0	+1.2
Housefurnishings.....	117.1	117.9	104.4	-0.7	+12.2	Housefurnishings.....	125.2	125.1	105.4	+0.1	+18.8
Sundries.....	107.2	107.0 <sub>r</sub>	100.8	+0.2	+6.3	Sundries.....	102.2	102.1 <sub>r</sub>	101.0	+0.1	+1.2
Weighted Total.....	114.7	114.2 <sub>r</sub>	104.6	+0.4	+9.7	Weighted Total.....	113.0	112.6 <sub>r</sub>	104.7	+0.4	+7.9
<b>Baltimore</b>						<b>Cincinnati</b>					
Food.....	145.8	145.5	118.4	+0.2	+23.1	Food.....	130.9	124.4	109.4	+5.2	+19.7
Housing.....	108.0	108.0	103.1	0	+4.8	Housing.....	101.5	101.5	100.0	0	+1.5
Clothing.....	119.6	119.3	101.3	+0.3	+18.1	Clothing.....	121.6	117.3	99.6	+3.7	+22.1
Fuel and light.....	106.2	106.2	105.3	0	+0.9	Fuel and light.....	106.2	105.6	105.5	+0.6	+0.7
Housefurnishings.....	130.8	129.3	107.8	+1.2	+21.3	Housefurnishings.....	124.1	124.1	104.0	0	+19.3
Sundries.....	103.7	103.5 <sub>r</sub>	100.6	+0.2	+3.1	Sundries.....	104.6	104.4 <sub>r</sub>	102.1	+0.2	+2.4
Weighted Total.....	122.2	122.0 <sub>r</sub>	107.9	+0.2	+13.3	Weighted Total.....	115.8	113.1	104.2	+2.4	+11.1
<b>Birmingham</b>						<b>Cleveland</b>					
Food.....	137.2	134.1	118.3	+2.3	+16.0	Food.....	126.5	126.2	113.6	+0.2	+11.4
Housing.....	106.5	106.5	103.8	0	+2.6	Housing.....	104.7	104.7	104.6	0	+0.1
Clothing.....	124.6	124.7	104.1	-0.1	+19.7	Clothing.....	126.6	127.1	102.8	-0.4	+23.2
Fuel and light.....	105.8	105.8	101.3	0	+4.4	Fuel and light.....	105.5	105.5	105.2	0	+0.3
Housefurnishings.....	117.8	117.8	105.7	0	+11.4	Housefurnishings.....	118.2	118.2	104.4	0	+13.2
Sundries.....	101.3	101.2 <sub>r</sub>	100.0	+0.1	+1.3	Sundries.....	103.1	102.9 <sub>r</sub>	101.2	+0.2	+1.9
Weighted Total.....	116.4	115.4 <sub>r</sub>	106.9	+0.9	+8.9	Weighted Total.....	114.0	113.9 <sub>r</sub>	106.2	+0.1	+7.3
<b>Boston</b>						<b>Dallas</b>					
Food.....	132.1	131.3	111.6	+0.6	+18.4	Food.....	144.8	143.1	118.6	+1.2	+22.1
Housing.....	103.9	103.7	103.0	+0.2	+0.9	Housing.....	104.2	104.2	99.6	0	+4.6
Clothing.....	124.9	125.1	102.5	-0.2	+21.9	Clothing.....	122.5	122.6	101.1	-0.1	+21.2
Fuel and light.....	107.9	107.9	105.4	0	+2.4	Fuel and light.....	85.9	85.9	100.0	0	-14.1
Housefurnishings.....	128.0	128.0	109.0	0	+17.4	Housefurnishings.....	127.9	127.9	107.0	0	+19.5
Sundries.....	105.3	105.3 <sub>r</sub>	101.9	0	+3.3	Sundries.....	99.9	102.5 <sub>r</sub>	100.6	-2.5	-0.7
Weighted Total.....	117.5	117.2 <sub>r</sub>	106.2	+0.3	+10.6	Weighted Total.....	117.4	117.7	106.2	-0.3	+10.5
<b>Bridgeport</b>						<b>Dayton</b>					
Food.....	133.3	132.1	115.2	+0.9	+15.7	Food.....	122.8	122.0	106.1	+0.7	+15.7
Housing.....	106.9	106.9	106.6	0	+0.3	Housing.....	105.1	105.1	107.6	0	-2.3
Clothing.....	123.7	120.4	103.2	+2.7	+19.9	Clothing.....	121.4	121.4	99.9	0	+21.5
Fuel and light.....	106.9	106.9	105.5	0	+1.3	Fuel and light.....	105.4	105.3	102.7	+0.1	+2.6
Housefurnishings.....	126.4	126.4	107.9	0	+17.1	Housefurnishings.....	127.5	127.5	113.3	0	+12.5
Sundries.....	112.3	112.1 <sub>r</sub>	100.9	+0.2	+11.3	Sundries.....	102.7	102.6 <sub>r</sub>	101.1	+0.1	+1.6
Weighted Total.....	120.0	119.2 <sub>r</sub>	107.8	+0.7	+11.3	Weighted Total.....	113.1	112.8	104.5	+0.3	+8.2
<b>Buffalo</b>						<b>Denver</b>					
Food.....	131.2	131.7	114.5	-0.4	+14.6	Food.....	126.3	124.8	111.2	+1.2	+13.6
Housing.....	114.7	114.7	107.2	0	+7.0	Housing.....	105.6	105.6	101.8	0	+3.7
Clothing.....	117.2	117.8	100.4	-0.5	+16.7	Clothing.....	121.2	120.6	101.4	+0.5	+19.5
Fuel and light.....	102.8	102.8	101.2	0	+1.6	Fuel and light.....	103.7	103.7	101.2	0	+2.5
Housefurnishings.....	124.7	124.1	106.1	+0.5	+17.5	Housefurnishings.....	122.5	122.5	102.7	0	+19.3
Sundries.....	106.6	106.3 <sub>r</sub>	101.6	+0.3	+4.9	Sundries.....	99.3	102.7 <sub>r</sub>	100.6	-3.3	-1.3
Weighted Total.....	117.5	117.6 <sub>r</sub>	106.8	-0.1	+10.0	Weighted Total.....	112.2	112.7	104.3	-0.4	+7.6

Footnotes given on page 299



# **COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 61 CITIES DURING JULY AND AUGUST, 1942—Continued**

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Aug. 1942	July 1942	Aug. 1941	July 1942 to Aug. 1942	Aug. 1941 to Aug. 1942		Aug. 1942	July 1942	Aug. 1941	July 1942 to Aug. 1942	Aug. 1941 to Aug. 1942
<b>Des Moines</b>						<b>Houston</b>					
Food.....	139.2	138.8	124.7	+0.3	+11.6	Food.....	131.9	130.7	112.6	+0.9	+17.1
Housing.....	105.3	105.5	101.5	-0.2	+3.7	Housing.....	105.7	105.7	101.8	0	+3.8
Clothing.....	126.5	125.8	105.1	+0.6	+20.4	Clothing.....	124.1	125.0	102.2	-0.7	+21.4
Fuel and light.....	114.7	114.7	107.0	0	+7.2	Fuel and light.....	92.3	92.3	92.3	0	0
Housefurnishings.....	123.5	124.1	100.9	-0.5	+22.4	Housefurnishings.....	126.9	126.9	105.0	0	+20.9
Sundries.....	112.0	111.8r	99.8	+0.2	+12.2	Sundries.....	105.1	104.8r	101.7	+0.3	+8.3
Weighted Total....	122.0	121.7r	109.0	+0.2	+11.9	Weighted Total....	115.4	115.1r	104.5	+0.3	+10.4
<b>Detroit</b>						<b>Huntington, W. Va.</b>					
Food.....	126.2	127.4	108.8	-0.9	+16.0	Food.....	132.5	131.1	n.a.	+1.1	n.a.
Housing.....	107.0	107.0	105.8	0	+1.1	Housing.....	111.7	111.7	n.a.	0	n.a.
Clothing.....	117.0	116.6	100.2	+0.3	+16.8	Clothing.....	118.3	118.8	n.a.	-0.4	n.a.
Fuel and light.....	109.8	109.7	108.7	+0.1	+1.0	Fuel and light.....	100.0	100.0	n.a.	0	n.a.
Housefurnishings.....	132.9	132.9	110.1	0	+20.7	Housefurnishings.....	122.6	122.7	n.a.	-0.1	n.a.
Sundries.....	101.4	101.2r	99.6	+0.2	+1.8	Sundries.....	110.7	112.3	n.a.	-1.4	n.a.
Weighted Total....	113.7	113.9	104.8	-0.2	+8.5	Weighted Total....	118.6	118.8	n.a.	-0.2	n.a.
<b>Duluth</b>						<b>Indianapolis</b>					
Food.....	132.9	129.3	115.4	+2.8	+15.2	Food.....	133.8	134.7	116.6	-0.7	+14.8
Housing.....	100.5	100.5	100.1	0	+0.4	Housing.....	107.9	108.6	107.6	-0.6	+0.3
Clothing.....	123.2	123.9	100.6	-0.6	+22.5	Clothing.....	119.7	119.2	101.5	+0.4	+17.9
Fuel and light.....	99.5	99.2	99.2	+0.3	+0.3	Fuel and light.....	104.5	104.5	104.2	0	+0.3
Housefurnishings.....	129.1	129.1	106.0	0	+21.8	Housefurnishings.....	112.1	112.1	103.3	0	+8.5
Sundries.....	102.8	102.6r	101.0	+0.2	+1.8	Sundries.....	105.7	105.4r	103.5	+0.3	+2.1
Weighted Total....	114.7	113.6	105.1	+1.0	+9.1	Weighted Total....	115.9	116.2r	107.7	-0.3	+7.6
<b>Eric, Pa.</b>						<b>Kansas City, Mo.</b>					
Food.....	135.2	133.8	112.6	+1.0	+20.1	Food.....	116.6	115.5	104.0	+1.0	+12.1
Housing.....	109.9	109.9	104.2	0	+5.5	Housing.....	101.7	101.7	100.4	0	+1.3
Clothing.....	130.3	131.3	104.1	-0.8	+25.2	Clothing.....	121.6	121.5	102.9	+0.1	+18.2
Fuel and light.....	107.5	107.5	106.4	0	+1.0	Fuel and light.....	110.6	110.6	109.5	0	+1.0
Housefurnishings.....	129.8	129.8	110.0	0	+18.0	Housefurnishings.....	120.9	120.9	104.4	0	+15.8
Sundries.....	107.5	109.7r	101.5	-2.0	+5.9	Sundries.....	101.6	101.4r	100.5	+0.2	+1.1
Weighted Total....	121.8	121.9r	107.2	-0.1	+13.6	Weighted Total....	109.7	109.3r	102.5	+0.4	+7.0
<b>Fall River</b>						<b>Lansing</b>					
Food.....	138.0	137.4	114.5	+0.4	+20.5	Food.....	144.6	144.9	122.6	-0.2	+17.9
Housing.....	104.3	104.3	101.9	0	+2.4	Housing.....	98.0	98.0	98.0	0	0
Clothing.....	118.5	118.1	101.2	+0.3	+17.1	Clothing.....	123.1	123.2	99.2	-0.1	+24.1
Fuel and light.....	102.9	102.9	100.3	0	+2.6	Fuel and light.....	101.6	101.6	98.5	0	+3.1
Housefurnishings.....	114.3	114.3	106.2	0	+7.6	Housefurnishings.....	129.4	129.3	110.8	+0.1	+16.8
Sundries.....	108.0	107.9r	102.8	+0.1	+5.1	Sundries.....	104.5	104.3r	100.8	+0.2	+3.7
Weighted Total....	118.8	118.5r	106.5	+0.3	+11.5	Weighted Total....	117.6	117.6r	106.5	0	+10.4
<b>Front Royal, Va.</b>						<b>Los Angeles</b>					
Food.....	146.3	142.5	126.7	+2.7	+15.5	Food.....	135.9	133.1	113.8	+2.1	+19.4
Housing.....	92.0	92.0	93.3	0	-1.4	Housing.....	104.6	104.2	99.8	+0.4	+4.8
Clothing.....	124.8	122.2r	107.1	+2.1	+16.5	Clothing.....	119.0	117.5	100.2	+1.3	+18.8
Fuel and light.....	103.8	103.5	102.3	+0.3	+1.5	Fuel and light.....	96.2	96.2	96.2	0	0
Housefurnishings.....	126.9	126.9	112.0	0	+13.3	Housefurnishings.....	123.8	123.8	107.8	0	+14.8
Sundries.....	106.3	106.0r	101.3	+0.3	+4.9	Sundries.....	104.2	104.0r	101.5	+0.2	+2.7
Weighted Total....	116.2	114.8r	107.2	+1.2	+8.4	Weighted Total....	115.9	114.8r	104.8	+1.0	+10.6
<b>Grand Rapids</b>						<b>Louisville</b>					
Food.....	131.1	133.4	120.7	-1.7	+8.6	Food.....	124.4	123.5	109.9	+0.7	+13.2
Housing.....	106.6	106.6	106.3	0	+0.3	Housing.....	104.9	104.9	104.6	0	+0.3
Clothing.....	120.2	120.6	102.7	-0.3	+17.0	Clothing.....	119.1	119.1	101.8	0	+17.0
Fuel and light.....	108.1	108.1	107.6	0	+0.5	Fuel and light.....	115.5	115.5	115.4	0	+0.1
Housefurnishings.....	132.7	131.4	105.1	+1.0	+26.3	Housefurnishings.....	127.6	127.6	109.8	0	+16.2
Sundries.....	104.4	104.2r	101.2	+0.2	+3.2	Sundries.....	100.7	100.6r	100.0	+0.1	+0.7
Weighted Total....	116.1	116.7r	108.7	-0.5	+6.8	Weighted Total....	113.8	113.4r	105.8	+0.4	+7.6

Footnotes given on page 299



# COST OF LIVING OF WAGE EARNERS AND LOWER SALARIED CLERICAL WORKERS IN 61 CITIES DURING JULY AND AUGUST, 1942—Continued

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Aug. 1942	July 1942	Aug. 1941	July 1942 to Aug. 1942	Aug. 1941 to Aug. 1942		Aug. 1942	July 1942	Aug. 1941	July 1942 to Aug. 1942	Aug. 1941 to Aug. 1942
<b>Lynn</b>						<b>Muskegon</b>					
Food.....	136.8	135.9	118.4	+0.7	+15.5	Food.....	136.2	137.8	121.4	-1.2	+12.2
Housing.....	104.5	104.1	102.9	+0.4	+1.6	Housing.....	115.2	115.2	116.2	0	-0.9
Clothing.....	123.3	120.9	102.9	+2.0	+19.8	Clothing.....	120.4	120.3	99.8	+0.1	+20.6
Fuel and light.....	111.1	111.1	108.4	0	+2.5	Fuel and light.....	106.2	106.2	103.2	0	+2.9
Housefurnishings.....	125.6	125.6	105.2	0	+19.4	Housefurnishings.....	118.7	118.7	105.2	0	+12.8
Sundries.....	106.2	106.2 <sub>r</sub>	102.4	0	+3.7	Sundries.....	106.2	105.9 <sub>r</sub>	101.9	+0.3	+4.2
Weighted Total....	120.4	119.8 <sub>r</sub>	108.9	+0.5	+10.6	Weighted Total....	118.8	119.1	110.0	-0.3	+8.0
<b>Macon</b>						<b>Newark</b>					
Food.....	139.9	138.0	120.7	+1.4	+15.9	Food.....	124.3	124.3	112.3	0	+10.7
Housing.....	116.6	117.0	117.8	-0.3	-1.0	Housing.....	101.4	101.4	101.4	0	0
Clothing.....	116.3	116.5	100.4	-0.2	+15.8	Clothing.....	121.6	120.3 <sub>r</sub>	101.8	+1.1	+19.4
Fuel and light.....	106.4	106.4	103.7	0	+2.6	Fuel and light.....	101.3	101.3	100.2	0	+1.1
Housefurnishings.....	129.3	129.3	111.9	0	+15.5	Housefurnishings.....	128.9	129.0	105.3	-0.1	+22.4
Sundries.....	101.9	103.2 <sub>r</sub>	98.7	-1.3	+3.2	Sundries.....	104.4	104.2 <sub>r</sub>	101.2	+0.2	+3.2
Weighted Total....	118.8	118.8 <sub>r</sub>	108.8	0	+9.2	Weighted Total....	118.0	112.9 <sub>r</sub>	105.2	+0.1	+7.4
<b>Manchester, N. H.</b>						<b>New Haven</b>					
Food.....	130.2	130.2	112.5	0	+15.7	Food.....	134.1	132.7	114.5	+1.1	+17.1
Housing.....	103.0	103.0	102.1	0	+0.9	Housing.....	105.3	105.3	104.3	0	+1.0
Clothing.....	119.2	119.2	101.1	0	+17.9	Clothing.....	120.1	120.0	102.5	+0.1	+17.2
Fuel and light.....	105.5	105.5	102.3	0	+3.1	Fuel and light.....	105.9	105.9	100.0	0	+5.9
Housefurnishings.....	123.8	123.8	104.9	0	+18.0	Housefurnishings.....	124.9	124.9	106.8	0	+16.9
Sundries.....	105.9	105.8 <sub>r</sub>	102.4	+0.1	+3.4	Sundries.....	104.2	104.1 <sub>r</sub>	101.7	+0.1	+2.5
Weighted Total....	116.7	116.7 <sub>r</sub>	105.9	0	+10.2	Weighted Total....	117.4	116.9 <sub>r</sub>	106.8	+0.4	+9.9
<b>Meadville, Pa.</b>						<b>New Orleans</b>					
Food.....	136.0	136.1	119.0	-0.1	+14.3	Food.....	139.5	136.1 <sub>r</sub>	117.1	+2.5	+19.1
Housing.....	110.8	110.8	103.8	0	+6.7	Housing.....	110.8	110.8	107.5	0	+3.1
Clothing.....	116.3	115.9	102.4	+0.3	+13.6	Clothing.....	118.7	120.9	102.7	-1.8	+15.6
Fuel and light.....	105.7	105.7	104.1	0	+1.5	Fuel and light.....	103.2	103.2	99.9	0	+3.3
Housefurnishings.....	127.1	125.0	110.4	+1.7	+15.1	Housefurnishings.....	128.0	128.0	109.8	0	+16.6
Sundries.....	107.3	109.3 <sub>r</sub>	101.3	-1.8	+5.9	Sundries.....	101.6	101.1 <sub>r</sub>	100.0	+0.5	+1.6
Weighted Total....	118.2	118.7 <sub>r</sub>	107.9	-0.4	+9.5	Weighted Total....	120.2	119.0 <sub>r</sub>	108.3	+1.0	+11.0
<b>Memphis</b>						<b>New York</b>					
Food.....	138.2	135.6	117.6	+1.9	+17.5	Food.....	129.8	128.8	113.6	+0.8	+14.3
Housing.....	109.4	109.4	104.0	0	+5.2	Housing.....	100.7	100.7	100.4	0	+0.3
Clothing.....	120.9	121.0	101.5	-0.1	+19.1	Clothing.....	113.0	113.0	99.3	0	+13.8
Fuel and light.....	103.1	103.1	99.4	0	+3.7	Fuel and light.....	106.7	106.7	104.8	0	+1.8
Housefurnishings.....	127.5	127.4	105.1	+0.1	+21.3	Housefurnishings.....	127.0	127.3	106.6	-0.2	+19.1
Sundries.....	106.2	106.1 <sub>r</sub>	102.0	+0.1	+4.1	Sundries.....	105.0	104.9 <sub>r</sub>	102.7	+0.1	+2.2
Weighted Total....	118.5	117.7 <sub>r</sub>	106.7	+0.7	+11.1	Weighted Total....	114.6	114.2 <sub>r</sub>	106.0	+0.4	+8.1
<b>Milwaukee</b>						<b>Oakland</b>					
Food.....	124.5	126.1	113.6	-1.3	+9.6	Food.....	135.6	133.9	114.6	+1.3	+18.3
Housing.....	103.3	103.4	101.3	-0.1	+2.0	Housing.....	131.5	131.5	103.3	0	+27.3
Clothing.....	126.1	124.7	101.9	+1.1	+23.7	Clothing.....	122.6	122.0	101.2	+0.5	+21.1
Fuel and light.....	103.7	103.6	100.6	+0.1	+3.1	Fuel and light.....	84.9	84.9	84.9	0	0
Housefurnishings.....	125.1	125.1	106.7	0	+17.2	Housefurnishings.....	118.9	119.4	104.4	-0.4	+13.9
Sundries.....	103.7	103.5 <sub>r</sub>	100.8	+0.2	+2.9	Sundries.....	101.3	101.3 <sub>r</sub>	96.8	0	+4.6
Weighted Total....	113.3	113.6 <sub>r</sub>	105.1	-0.3	+7.8	Weighted Total....	119.9	119.3 <sub>r</sub>	104.0	+0.5	+15.3
<b>Minneapolis</b>						<b>Omaha</b>					
Food.....	131.6	130.0	114.8	+1.2	+14.6	Food.....	139.0	137.3	118.5	+1.2	+17.3
Housing.....	103.7	103.6	101.6	+0.1	+2.1	Housing.....	100.6	100.6	98.5	0	+2.1
Clothing.....	124.6	124.0	102.6	+0.5	+21.4	Clothing.....	120.6	120.9	100.1	-0.2	+20.5
Fuel and light.....	99.8	99.8	99.2	0	+0.6	Fuel and light.....	103.6	103.6	102.4	0	+1.2
Housefurnishings.....	122.2	122.2	107.4	0	+13.8	Housefurnishings.....	129.4	132.2	113.0	-2.1	+14.5
Sundries.....	111.5	111.2 <sub>r</sub>	102.5	+0.3	+8.8	Sundries.....	104.3	104.0 <sub>r</sub>	101.0	+0.3	+3.3
Weighted Total....	117.0	116.3 <sub>r</sub>	106.0	+0.6	+10.4	Weighted Total....	117.1	116.6 <sub>r</sub>	106.5	+0.4	+10.0



# **COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 61 CITIES DURING JULY AND AUGUST, 1942—Continued**

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Aug. 1942	July 1942	Aug. 1941	July 1942 to Aug. 1942	Aug. 1941 to Aug. 1942		Aug. 1942	July 1942	Aug. 1941	July 1942 to Aug. 1942	Aug. 1941 to Aug. 1942
<b>Parkersburg, W. Va.</b>						<b>Rochester</b>					
Food.....	134.8	133.7	121.1	+0.8	+11.3	Food.....	134.6	134.0	117.3	+0.4	+14.7
Housing.....	104.2	104.2	100.0	0	+4.2	Housing.....	103.9	103.9	102.7	0	+1.2
Clothing.....	123.6	123.7	104.1	-0.1	+18.7	Clothing.....	127.2	127.0	102.7	+0.2	+23.9
Fuel and light.....	94.4	94.4	94.4	0	0	Fuel and light.....	108.5	108.5	107.7	0	+0.7
Housefurnishings.....	124.6	123.9	106.5	+0.6	+17.0	Housefurnishings.....	135.2	135.1	108.8	+0.1	+24.3
Sundries.....	105.2	106.7 <sub>r</sub>	102.5	-1.4	+2.6	Sundries.....	114.9	114.7 <sub>r</sub>	102.9	+0.2	+11.7
Weighted Total.....	117.9	118.0 <sub>r</sub>	108.7	-0.1	+8.5	Weighted Total....	119.9	119.6 <sub>r</sub>	107.8	+0.3	+11.2
<b>Philadelphia</b>						<b>Sacramento</b>					
Food.....	136.1	136.5	116.4	-0.3	+16.9	Food.....	139.5	136.5	115.8	+2.2	+20.5
Housing.....	102.9	102.9	100.9	0	+2.0	Housing.....	104.1	104.1	102.4	0	+1.7
Clothing.....	122.0	121.4	103.7	+0.5	+17.6	Clothing.....	119.4	119.1	101.8	+0.3	+17.3
Fuel and light.....	107.2	107.2	104.5	0	+2.6	Fuel and light.....	83.9	83.9	83.9	0	0
Housefurnishings.....	119.2	119.1	102.7	+0.1	+16.1	Housefurnishings.....	127.9	125.8	102.3	+1.7	+25.0
Sundries.....	104.3	104.2 <sub>r</sub>	101.2	+0.1	+3.1	Sundries.....	103.8	103.7 <sub>r</sub>	101.3	+0.1	+2.5
Weighted Total.....	118.2	118.2 <sub>r</sub>	107.1	0	+10.4	Weighted Total....	116.4	115.3 <sub>r</sub>	105.1	+1.0	+10.8
<b>Pittsburgh</b>						<b>St. Louis</b>					
Food.....	130.6	126.6	116.0	+3.2	+12.6	Food.....	135.3	132.8	114.9	+1.9	+17.8
Housing.....	105.7	106.6	102.6	-0.8	+3.0	Housing.....	106.0	106.0	101.6	0	+4.3
Clothing.....	124.6	124.2	100.6	+0.3	+23.9	Clothing.....	122.6	122.0	103.4	+0.5	+18.6
Fuel and light.....	113.7	113.7	111.6	0	+1.9	Fuel and light.....	118.8	118.1	117.1	+0.6	+1.5
Housefurnishings.....	117.1	117.1	103.3	0	+13.4	Housefurnishings.....	118.2	118.3	103.4	-0.1	+14.3
Sundries.....	105.0	106.5 <sub>r</sub>	102.2	-1.4	+2.7	Sundries.....	102.4	102.2 <sub>r</sub>	101.0	+0.2	+1.4
Weighted Total.....	116.8	116.0 <sub>r</sub>	107.3	+0.7	+8.9	Weighted Total....	117.6	116.6 <sub>r</sub>	107.1	+0.9	+9.8
<b>Portland, Ore.</b>						<b>St. Paul</b>					
Food.....	129.0	125.8	111.5	+2.5	+15.7	Food.....	129.5	128.2	113.5	+1.0	+14.1
Housing.....	110.0	110.7	102.4	-0.6	+7.4	Housing.....	100.9	100.9	100.7	0	+0.2
Clothing.....	126.8	127.3	103.9	-0.4	+22.0	Clothing.....	119.9	119.5	103.1	+0.3	+16.3
Fuel and light.....	98.8	98.8	98.8	0	0	Fuel and light.....	99.9	99.9	98.4	0	+1.5
Housefurnishings.....	119.0	119.0	103.4	0	+15.1	Housefurnishings.....	125.3	124.0	107.9	+1.0	+16.1
Sundries.....	104.8	104.7 <sub>r</sub>	102.1	+0.1	+2.6	Sundries.....	107.5	107.1 <sub>r</sub>	102.5	+0.4	+4.9
Weighted Total.....	115.8	114.9 <sub>r</sub>	105.2	+0.8	+10.1	Weighted Total....	114.4	113.7 <sub>r</sub>	105.4	+0.6	+8.5
<b>Providence</b>						<b>San Francisco</b>					
Food.....	139.9	139.1 <sub>r</sub>	116.0	+0.6	+20.6	Food.....	144.0	143.9	113.9	+0.1	+26.4
Housing.....	103.3	103.3	101.7	0	+1.6	Housing.....	98.3	98.3	97.8	0	+0.5
Clothing.....	117.3	117.0	100.3	+0.3	+16.9	Clothing.....	121.4	119.4	100.6	+1.7	+20.7
Fuel and light.....	99.3	99.3	99.6	0	-0.3	Fuel and light.....	84.9	84.9	84.9	0	0
Housefurnishings.....	125.3	125.3	106.6	0	+17.5	Housefurnishings.....	119.3	119.3	104.6	0	+14.1
Sundries.....	102.7	102.6 <sub>r</sub>	100.6	+0.1	+2.1	Sundries.....	101.7	101.5 <sub>r</sub>	99.3	+0.2	+2.4
Weighted Total.....	116.1	115.8 <sub>r</sub>	105.6	+0.3	+9.9	Weighted Total....	116.9	116.7 <sub>r</sub>	103.5	+0.2	+12.9
<b>Richmond</b>						<b>Seattle</b>					
Food.....	135.7	136.1	116.6	-0.3	+16.4	Food.....	141.7	138.1	116.0	+2.6	+22.2
Housing.....	102.7	102.7	101.2	0	+1.5	Housing.....	114.5	114.5	107.8	0	+6.2
Clothing.....	118.3	119.4	101.4	-0.9	+16.7	Clothing.....	118.5	118.4	99.9	+0.1	+18.6
Fuel and light.....	103.9	103.9	98.7	0	+5.3	Fuel and light.....	109.2	109.2	100.5	0	+8.7
Housefurnishings.....	120.5	120.5	103.0	0	+17.0	Housefurnishings.....	119.8	120.1	104.0	-0.2	+15.2
Sundries.....	104.7	104.6 <sub>r</sub>	100.1	+0.1	+4.6	Sundries.....	106.2	106.0 <sub>r</sub>	102.5	+0.2	+3.6
Weighted Total.....	115.5	115.7 <sub>r</sub>	105.3	-0.2	+9.7	Weighted Total....	120.7	119.5 <sub>r</sub>	107.3	+1.0	+12.5
<b>Roanoke, Va.</b>						<b>Spokane</b>					
Food.....	140.3	137.7	119.5	+1.9	+17.4	Food.....	126.8	122.4	110.2	+3.6	+15.1
Housing.....	119.2	121.4	119.5	-1.8	-0.3	Housing.....	102.2	102.2	99.6	0	+2.6
Clothing.....	113.7	114.0	102.2	-0.3	+11.3	Clothing.....	121.5	121.4	99.1	+0.1	+22.6
Fuel and light.....	99.7	99.7	98.9	0	+0.8	Fuel and light.....	99.2	99.2	98.2	0	+1.0
Housefurnishings.....	121.9	121.9	105.3	0	+15.8	Housefurnishings.....	132.3	132.3	105.2	0	+25.8
Sundries.....	109.3	111.1 <sub>r</sub>	101.5	-1.6	+7.7	Sundries.....	107.2	107.1 <sub>r</sub>	104.7	+0.1	+2.4
Weighted Total.....	120.5	120.7 <sub>r</sub>	110.0	-0.2	+9.5	Weighted Total....	114.4	113.0 <sub>r</sub>	104.6	+1.2	+9.4

Footnotes given on page 299



# COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 61 CITIES DURING JULY AND AUGUST, 1942—Continued

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Aug. 1942	July 1942	Aug. 1941	July 1942 to Aug. 1942	Aug. 1941 to Aug. 1942		Aug. 1942	July 1942	Aug. 1941	July 1942 to Aug. 1942	Aug. 1941 to Aug. 1942
<b>Syracuse</b>						<b>Wausau, Wis.</b>					
Food.....	145.1	145.6	123.7	-0.3	+17.3	Food.....	135.9	135.7	120.3	+0.1	+13.0
Housing.....	114.7	114.5	103.4	+0.2	+10.9	Housing.....	102.7	102.7	101.1	0	+1.6
Clothing.....	125.8	124.9	100.9	+0.7	+24.7	Clothing.....	123.9	122.5	101.4	+1.1	+22.2
Fuel and light.....	103.4	103.4	105.9	0	-2.4	Fuel and light.....	101.4	102.0	101.1	-0.6	+0.3
Housefurnishings.....	145.8	144.0	105.2	+1.3	+38.6	Housefurnishings.....	123.6	123.6	104.9	0	+17.8
Sundries.....	109.7	109.5r	100.6	+0.2	+9.0	Sundries.....	102.5	102.4r	101.3	+0.1	+1.2
Weighted Total.....	124.0	123.9r	108.7	+0.1	+14.1	Weighted Total.....	117.4	117.1r	107.9	+0.3	+8.8
<b>Toledo</b>						<b>Wilmington, Del.</b>					
Food.....	134.0	132.0	110.6	+1.5	+21.2	Food.....	139.7	142.5	117.6	-2.0	+18.8
Housing.....	108.5	108.2	101.1	+0.3	+7.3	Housing.....	104.0	104.0	103.1	0	+0.9
Clothing.....	122.3	122.8	99.9	-0.4	+22.4	Clothing.....	124.1	124.5	103.6	-0.3	+19.8
Fuel and light.....	108.3	108.3	104.9	0	+3.2	Fuel and light.....	102.4	102.4	101.7	0	+0.7
Housefurnishings.....	120.0	120.2	106.0	-0.2	+13.2	Housefurnishings.....	115.4	115.0	101.5	+0.3	+13.7
Sundries.....	103.4	103.2r	100.7	+0.2	+2.7	Sundries.....	100.2	101.5r	99.1	-1.3	+1.1
Weighted Total.....	116.4	115.8r	104.2	+0.5	+11.7	Weighted Total.....	117.4	118.7r	106.5	-1.1	+10.2

r Revised

n.a. Not available

p Preliminary

CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Aug. 1942	July 1942	Aug. 1941	July 1942 to Aug. 1942	Aug. 1941 to Aug. 1942
<b>Youngstown</b>					
Food.....	133.5	133.4	116.1	+0.1	+15.0
Housing.....	105.3	105.9	107.8	-0.6	-2.3
Clothing.....	125.0	123.9	104.6	+0.9	+19.5
Fuel and light.....	109.9	109.9	107.9	0	+1.9
Housefurnishings.....	131.8	132.8	103.2	-0.8	+27.7
Sundries.....	106.2	106.1r	102.8	+0.1	+3.3
Weighted Total.....	119.4	119.4r	109.2	0	+9.3

"Fuel and light" is based upon retail prices of 35 kilowatt hours of electricity, 1,000 cubic feet of natural gas or 2,000 cubic feet of manufactured gas, and coal or other fuel for heating.

## COST OF LIVING IN 9 CITIES, JULY AND AUGUST, 1942

CITY	July 1942 to Aug. 1942		CITY	July 1942 to Aug. 1942		CITY	July 1942 to Aug. 1942	
	Aug. 1942	Aug. 1941		Aug. 1942	Aug. 1941		Aug. 1942	Aug. 1941
<b>Anderson, Ind.</b>			<b>Green Bay, Wis.</b>			<b>Rockford, Ill.</b>		
Food.....	+0.6	+14.8	Food.....	-1.5	n.a.	Food.....	+2.6	+11.9
Housing.....	0	+1.9	Housing.....	-0.9	n.a.	Housing.....	0	+4.3
Clothing.....	+2.5	+27.1	Clothing.....	+0.4	n.a.	Clothing.....	0	+17.3
Fuel and light.....	0	+0.9	Fuel and light.....	+0.1	n.a.	Fuel and light.....	0	+1.3
Housefurnishings.....	0	+24.6	Housefurnishings.....	0	n.a.	Housefurnishings.....	0	+27.7
Sundries.....	+0.2	+2.9	Sundries.....	0	n.a.	Sundries.....	+0.2	+3.7
Weighted Total.....	+0.5	+10.4	Weighted Total.....	-0.6	n.a.	Weighted Total.....	+1.0	+8.8
<b>Evansville, Ind.</b>			<b>Joliet, Ill.<sup>1</sup></b>			<b>Saginaw, Mich.</b>		
Food.....	+1.2	+16.3	Food.....	+0.7	+17.5	Food.....	-0.6	+16.0
Housing.....	0	+0.2	Housing.....	0	+0.7	Housing.....	0	+2.3
Clothing.....	+0.3	+21.2	Clothing.....	+0.4	+23.9	Clothing.....	-0.6	+16.4
Fuel and light.....	0	+5.2	Fuel and light.....	0	+2.5	Fuel and light.....	0	0
Housefurnishings.....	+0.5	+25.2	Housefurnishings.....	-0.5	+33.9	Housefurnishings.....	-0.6	+14.7
Sundries.....	+0.3	+4.1	Sundries.....	+0.2	+3.6	Sundries.....	+0.1	+2.8
Weighted Total.....	+0.4	+9.0	Weighted Total.....	+0.3	+11.5	Weighted Total.....	-0.3	+8.6
<b>Flint, Mich.</b>			<b>Lewistown, Pa.</b>			<b>Trenton, N. J.</b>		
Food.....	-0.9	+15.9	Food.....	+0.2	+17.6	Food.....	+1.7	+13.9
Housing.....	0	+0.4	Housing.....	0	+3.8	Housing.....	+0.5	+7.2
Clothing.....	0	+25.4	Clothing.....	+0.9	+12.8	Clothing.....	0	+37.8
Fuel and light.....	0	+2.8	Fuel and light.....	0	+1.9	Fuel and light.....	0	+2.3
Housefurnishings.....	0	+17.7	Housefurnishings.....	0	+16.4	Housefurnishings.....	+0.1	+18.5
Sundries.....	+0.2	+7.3	Sundries.....	-2.2	+7.3	Sundries.....	+0.1	+4.6
Weighted Total.....	-0.2	+10.8	Weighted Total.....	-0.4	+11.0	Weighted Total.....	+0.8	+12.3

<sup>1</sup>Includes Lockport and Rockdale



## Strikes and Turnover Rates

**STRIKES AGAIN** increased in number during the month of July. According to preliminary estimates of the United States Bureau of Labor Statistics, they rose 11.4%—from 350 strikes originating in June, to 400 beginning in July. This was the highest figure recorded since Pearl Harbor. At the same time, however, not only the number of workers involved but also the total man days idle because of all strikes decreased. The number of workers involved was 88,000, a decrease of 12.0% from the 100,000 involved in June. The number of man days idle was 450,000 in July, as compared with 550,000 in June, a decline of 18.2%. Of the three series, man days idle declined the most since July a year ago when they totaled 1,326,000 man days. This was a 66.1% drop.

Of the 400 strikes beginning in July, 198 of them

affected war plants, according to figures released by a joint committee representing government war agencies and departments. This was an increase over June when 171 strikes originated in war plants. The July strikes involved 75,000 men, as compared with 79,000 in June. The number of strikes in war industries in progress during the month continued to rise—222 in July as compared with 192 in June. Although this was a slight increase, fewer workers were involved—approximately 81,000 as compared with 85,000 in June. About 308 million man days of work were put into war production during the month of July, it is estimated, with about 234,000 man days lost because of strike activity. The percentage of time lost to time worked declined to .08 from .09 in June when about 275 million man days were worked and 255,000 man days were lost.

### LABOR DISPUTES ORIGINATING DURING AUGUST, 1942<sup>1</sup>

Organization Affected	Location	Date Begun	Date Ended	Number of Workers Involved
<b>Manufacturing, Building and Mining</b>				
Aluminum Company of America (Vernon Plant).....	Los Angeles, Cal.	Aug. 21	Aug. 22	300
Berwind Coal Mining Company.....	Windber, Pa.	18	..	1,400 <sup>a</sup>
Carnegie-Illinois Steel Corporation (Ordnance Works).....	Farrell, Pa.	31	Sept. 1	1,900
Carnegie-Illinois Steel Corporation (Homestead Works).....	West Homestead, Pa.	8	Aug. 9	1,000
Celanese Corporation of America.....	Newark, N. J.	13	..	250
Centrifugal Fusing Company.....	Lansing, Mich.	12	..	75
Chicago Copper and Chemical Company.....	Chicago, Ill.	12	..	50
Chrysler Corporation (Detroit Tank Arsenal).....	Detroit, Mich.	21	..	475
Cleveland Graphite Bronze Company (2 plants).....	Cleveland, Ohio	11	..	1,300-4,000
Crucible Steel Company of America (La Belle Works).....	Pittsburgh, Pa.	3	..	1,050
De Luxe Film Laboratories Incorporated.....	New York, N. Y.	18	19	150
General Cable Corporation.....	Bayonne, N. J.	11	14	750
General Foods Corporation (Post Products Company).....	Battle Creek, Mich.	29	..	1,800
General Motors Corporation (Buick Motor Car Company).....	Flint, Mich.	29	31	n.a.
General Tire and Rubber Company.....	Akron, Ohio	18	..	100
Goodyear Tire and Rubber Company, Incorporated (Plant One)...	Akron, Ohio	31	Sept. 2	b
Great Lakes Carbon Corporation.....	Niagara Falls, N. Y.	6	Aug. 7	n.a.
Jones and Laughlin Steel Corporation (Southside Works).....	Pittsburgh, Pa.	26	..	175
I. B. Kleinert Rubber Company.....	New York, N. Y.	17	21 <sup>c</sup>	600
Moltrup Steel Products Company (Beaver Falls Plant).....	Beaver Falls, Pa.	22	..	250
Ohio Bell Telephone Company.....	Cleveland, Ohio	4	7	d
Oil Workers <sup>2</sup> .....	East Chicago, Ind.	25	27	2,350
Reynolds Metals Company, Incorporated (4 plants).....	Louisville, Ky.	18	21	100-2,000
John A. Roebling's Sons Company.....	Trenton, N. J.	8	10	1,600
Santa Monica Municipal Bus Lines.....	Santa Monica, Cal.	29	..	53
Shoe Workers (11 factories).....	Lynn, Mass.	20	26	1,000
Sun Shipbuilding and Dry Dock Company.....	Chester, Pa.	21	24	1,000
Tennessee Coal, Iron and Railroad Company (Docena Coal Mine)...	Birmingham, Ala.	12	..	500
West Virginia Ordnance Works.....	Point Pleasant, W. Va.	3	4	1,000
Wright Aeronautical Corporation (Fair Lawn Foundry No. 3).....	Paterson, N. J.	28	31	2,000
Wright Aeronautical Corporation.....	East Paterson, N. J.	31	31	75-200
<b>Miscellaneous</b>				
Timbermen.....	Pa., W. Va., Md.	28	..	5,000 <sup>e</sup>
Truck Drivers.....	Massena, N. Y.	28	31	75
Truck Drivers (96 companies).....	Midwestern states	21	24	10,000
Wool Warehousemen (7 warehouses).....	Boston, Mass.	12	..	300

<sup>1</sup>Incomplete report based upon available information published in the press.

<sup>2</sup>Strikers closed the refineries of the Sinclair Oil Company, the Socony-Vacuum Refining Corporation, and the Cities Service Oil Company, as well as the Shell Oil Company's loading terminal.

<sup>a</sup>400 workers at mine No. 37 who struck the previous week left the mine again on August 18 and the employees of three other mines called a sympathy strike.

<sup>b</sup>Stoppage by 350 tire builders spread idleness to 850 other employees and cut some 700 other workers down to two or three hours a day.

<sup>c</sup>More than two-thirds returned to their jobs on August 21. All strikers expected back on August 24.

<sup>d</sup>2,100 maintenance and repair men struck on August 4. On August 6 they were joined by 1,000 operators in the Cleveland area and an additional 500 in the Akron-Canton-Youngstown area.

<sup>e</sup>They were joined by 500 timber-truck drivers in Connellsville, Pa. coke region, on September 1.

n.a. Not available.



## STRIKES, TURNOVER RATES, AND PRODUCTION

Date	All Occupations			Production <sup>2</sup> (1935-1939 = 100)	Manufacturing				
	Strikes <sup>1</sup>				Turnover Rates per 100 Employees <sup>1</sup>				
	Beginning in Period		Man Days Idle During Period (Thousand)		Separations				Accessions
	Number	Workers Involved (Thousand)			Total	Quits and Miscella- neous	Discharges	Lay-offs	
1929.....	921	289	5,352	110	75.23 <sub>a</sub>	41.01 <sub>a</sub>	9.04 <sub>a</sub>	25.17 <sub>a</sub>	67.61 <sub>a</sub>
1930.....	637	183	3,317	90	59.65	18.64	5.04	35.97	37.02
1931.....	810	342	6,893	74	48.38	11.39	2.72	34.27	36.59
1932.....	841	324	10,502	57	51.98	8.34	1.96	41.68	39.82
1933.....	1,695	1,168	16,872	68	45.38	10.66	2.49	32.23	65.20
1934.....	1,856	1,467	19,592	74	49.17	10.67	2.24	36.26	56.91
1935.....	2,014	1,117	15,456	87	42.74	10.37	2.29	30.08	50.05
1936.....	2,172	789	13,902	104	40.35	13.02	2.63	24.70	52.16
1937.....	4,740	1,861	28,425	113	53.11	14.97	2.38	35.76	42.59
1938.....	2,772	688	9,148	87	49.22	7.46	1.29	40.47	46.16
1939.....	2,613	1,171	17,812	108	37.71	9.52	1.52	26.67	48.85
1940.....	2,508	577	6,701	124	40.27	12.54	1.84	25.89	52.72
1941.....	4,288	2,363	23,048	161	46.68	27.78	3.04	15.86	64.51
1941 January.....	240	92	663	139	3.41	1.62	0.18	1.61	5.54
February.....	257	72	1,135	144	3.15	1.76	0.19	1.20	4.92
March.....	348	118	1,558	149	3.40	2.13	0.21	1.06	5.62
April.....	403	512	7,113	153	3.89	2.45	0.25	1.19	6.04
May.....	463	321	2,172	160	3.86	2.54	0.24	1.08	5.95
June.....	357	143	1,504	165	3.71	2.42	0.26	1.03	6.31
July.....	439	143	1,326	164	4.24	2.55	0.29	1.40	6.00
August.....	465	212	1,825	167	4.14	2.71	0.30	1.13	5.43
September.....	470	295	1,953	172	4.53	3.06	0.31	1.16	5.16
October.....	432	198	1,925	173	4.13	2.44	0.28	1.41	4.87
November.....	271	228	1,397	173	3.51	1.83	0.24	1.44	3.91
December.....	143	30	476	171	4.71	2.27	0.29	2.15	4.76
1942 January.....	155	33	390	172	5.10	3.19	0.30	1.61	6.87
February.....	190	57	425	174	4.82	3.14	0.29	1.39	6.02
March.....	240	65	450	177	5.36	3.84	0.33	1.19	6.99
April.....	310	55	375	180	6.12	4.46	0.35	1.31	7.12
May.....	275	58	325	183	6.54	4.73	0.38	1.43	7.29
June r.....	350	100	550	185	n.a.	n.a.	n.a.	n.a.	n.a.
July p.....	400	88	450	189	n.a.	n.a.	n.a.	n.a.	n.a.

NOTE—For back figures see *The Conference Board Economic Record*, June, 1942, p. 194. <sup>1</sup>United States Bureau of Labor Statistics. <sup>2</sup>Federal Reserve annual production data are averages of monthly figures. aJune to December. pPreliminary. n.a.Not available. rRevised.

On August 11, in Bayonne, New Jersey, 750 employees of the General Cable Corporation staged a wildcat strike. They were protesting the National War Labor Board's refusal to grant them a general wage increase and the company's subsequent compliance with this ruling. The workers originally were seeking a wage increase of ten cents an hour and two weeks' paid vaca-

## STRIKES IN WAR INDUSTRIES

Source: Joint Committee of Representatives from War, Navy, and Labor Departments, Maritime Commission, War Labor Board, and War Production Board

Period	Number of Strikes in Progress	Employees Involved (000)	Man Days Idle (000)
1941 December 8-31....	7	2	59
1942 January.....	27	12	46
February.....	50	25	119
March.....	66	35	167
April.....	91	26	174
May.....	144	48	137
June.....	192	85	255
July.....	222	81	234

tion after two years of service. The strike was halted on August 14 when the United States Navy officially took over the operation of the plant, forcing the strikers to return to work. On August 20, after the AFL employees had pledged uninterrupted production for the duration of the war, the plant was returned to normal operation by private management. Of the six plant seizures by the government, this one lasted for the shortest period of time.

The latest figures available on labor turnover rates are those released for May. All of the series listed showed increases from April to May. The accession rate in May stood at 7.29 per 100 employees as compared with 7.12 in April and 5.95 in May a year ago. New hirings were at the rate of 6.22, constituting a major portion of the total. Total accessions continued to exceed total separations for the month. Total separations in May were 6.54 per 100 employees as compared with 6.12 in April and 3.86 in May, 1941.

M. A. WERTZ  
Division of Industrial Economics



## Employment and Unemployment

**N**ON-AGRICULTURAL industry and the armed forces increased their personnel more rapidly in July than in any other war month. Despite the normal mid-year lull in farm operations, the steady advance in total employment which has been unbroken since the start of the year continued. The net gain of fully 550,000 during July brought total employment to an all-time high of 57.2 million. This is 3.6 million above the number with jobs or in uniform a year ago and nearly 10 million above the comparable total for 1940.

For the third successive month, further inroads were made upon the nation's labor reserve, as employment continued to advance beyond the number of persons normally in the labor force. The excess of employment over the economic labor force in July mounted to almost two million. Only in World War I was there a greater reversal of the demand-supply ratio. In 1918 employment averaged fully 3 million more than the peacetime labor force.

Emergency employment in WPA, CCC, and NYA (out-of-school) has dropped off sharply since we entered the war. The reduction of almost 300,000 in July was the most severe in recent months and lowered the total number on work relief to 655,000 as against 1.5 million a year ago, and an all-time high of 4.2 million.

### JULY TRENDS

During the first half of this year, increases in employment were heavily influenced by the seasonal expansion of farm operations. Approximately 60% of the 6-million increase in employment in those months can be attributed to this factor. In July, unlike the preceding months, the rise developed despite a lower level of farm employment. The number at work on farms fell off by almost 335,000. Non-agricultural employment and military inductions, however, increased by nearly 900,000, the largest gain reported in any single war month. The level of employment in each of the five basic industrial groups was higher than in June, taking on fully 350,000 new workers, of whom three of every four were added to manufacturing payrolls alone. Employment in the service industries and the armed forces rose by 600,000 during the month.

Only a negligible part of farm production has as yet been left unharvested because of labor shortage. While total farm employment was about 3% lower than in June, it continued slightly higher than in the corresponding month in 1941. The number of hired workers has increased steadily despite the lowest level of farm labor supply on record. All the shrinkage in farm personnel in July was confined to farm family employment, which dipped about half a million below the preceding month.

War dislocations continue to reduce the number on payrolls in trade and distribution. In July about 100,000 workers were dropped, while total employment was about 335,000 lower than in 1941.

### EMPLOYMENT AND UNEMPLOYMENT, JULY, 1940 TO JULY, 1942

In Thousands

Distribution of Labor Force	July		1942		
	1940	1941	May	June p	July p
Total unemployment....	6,786	1,219	....	....	....
Excess of employment over economic labor force....	....	....	137	1,393	1,913
Total employment (including armed forces)...	47,574	53,582	55,304	56,595	57,150
Agriculture.....	11,870	11,534	11,356	11,963	11,629
Forestry and fishing.....	208	226	218	223	221
Total industry.....	16,554	20,252	20,988	21,260	21,628
Extraction of minerals..	748	784	790	785	789
Manufacturing.....	10,850	13,477	14,133	14,358	14,628
Construction.....	2,014	2,762	2,750	2,769	2,839
Transportation.....	1,977	2,194	2,278	2,305	2,325
Public utilities.....	965	1,035	1,038	1,043	1,047
Trade, distribution and finance.....	7,519	7,796	7,828	7,563	7,461
Service industries (including armed forces).....	10,456	12,636	13,921	14,376	14,977
Miscellaneous industries..	967	1,140	1,192	1,210	1,235
Emergency employment <sup>1</sup> WPA, CCC, and NYA (out-of-school).....	2,229	1,548	1,031	935	655

<sup>1</sup>Not included in employment total  
pPreliminary

Employment gains in manufacturing were most pronounced in the durable goods group. The number of wage earners in the automotive industry increased from 697,000 in April to 824,000 in July, and is only 58.8% of an anticipated peak of 1.4 million, according to the Automotive Branch of WPB. Further gains were also reported in shipbuilding, aircraft and other direct war industries.

By July almost 2.5 million persons were on the civilian payrolls of the regular federal services (executive, legislative and judicial). Such employment was increased by 8% during the month and has almost doubled during the past year. The current total is three times as great as in 1937, and fully four times as large as in 1933.

Benefit payments to unemployed workers advanced by 8% during July, reversing the downward trend of the three preceding months. This increase is attributed largely to the sharp rise in benefit payments in New York following the beginning of a new benefit year.

M. R. GAINSBURGH  
Division of Industrial Economics



# Wage-Increase Announcements,<sup>1</sup> August 1 to August 31

Source: Daily Press and Various Periodicals

Company	Location	Amount of Increase	Number Affected	Remarks
Acme Steel Company.....	Chicago, Ill.	\$10/mo.	500	To white collar employees earning \$400/mo. or less. Retroactive to Feb. 8, 1942
Agfa Ansco Division of General Aniline & Film Corporation.....	Binghamton, N. Y.	5¢/hr.	2,000	Retroactive to June 30
Atlantic Greyhound Corporation.....	10 Eastern and South-eastern States and D. C.	12%	....	To all employees except officers. Payable in war stamps
Bemis Bros. Bag Company.....	New Orleans, La.	15%	....	To all workers. Retroactive to June, 1942
Bibb Manufacturing Company.....	Columbus, Porterdale, Macon and Taylor, Ga.	7½% (avg.)	....	To all employees
Bryant Electric Company.....	Bridgeport, Conn.	5½¢/hr.	1,400	To hourly rated employees
			150	To salaried employees
Central Iron and Steel Company.....	Harrisburg, Pa.	5½¢/hr.	1,800	Retroactive to May 31, 1942
Columbia Mills.....	Columbia, S. C.	2½¢/hr.	300	New basic rate: 69½¢/hr. Retroactive to June 1, 1942
		10%	1,300	To unskilled labor
De Soto Oil Company.....	Memphis, Tenn.	8¢/hr.	100	To skilled and production workers
General Electric Company.....	New York, N. Y.	5½¢/hr.	125,000	Retroactive to July 26, 1942
		Equivalent amount	5,000	To wage earners
				To salaried workers earning less than \$4,000/yr.
Granite City Steel Company.....	St. Louis, Mo.	5½¢/hr.	1,500	Retroactive to April 8, 1942
Great Lakes Steel Corporation.....	Detroit, Mich.	5½¢/hr.	6,000	Retroactive to July 1, 1942
National Carbon Company.....	Cleveland, O.	5¢/hr.	2,000	Retroactive to January 1, 1942
Norma-Hoffman Bearings Corporation.....	Stamford, Conn.	7½%	1,260	To employees at Edgewater Plant
Parke, Davis Company.....	Detroit, Mich.	6¢/hr.	1,600	Retroactive to February 24, 1942
Republic Steel Corporation.....	Cleveland, O.	5½¢/hr.	10,000	To workers in 15 plants. Retroactive to February 7, 1942
Westclox Division of General Time Instruments Corporation.....	La Salle, Ill.	5¢/hr.	....	To all employees
Westinghouse Electric & Manufacturing Company	Pittsburgh, Pa.	5½¢/hr.	65,000	To production workers. Retroactive to May 31, 1942
		\$9.53/mo.	12,000	To salaried workers in 11 plants
13 New York Newspapers.....	New York, N. Y.	\$2.50/wk.	....	To pressmen
5 Sawmills.....	Portland, Ore.	5¢/hr.	1,000	New minimum: 87½¢/hr. Retroactive to July 16, 1942
3 Shoe Companies.....	Milwaukee, Wis.	5%	1,200	To employees at Weyenberg Shoe Co., Simplex Shoe Co., and Matthews Heel Covering Co.
12 Shoe Factories.....	Lynn, Mass.	7½%	1,100	To shoe workers
5 U. S. Steel Subsidiaries.....	Chicago, Ill.	5½¢/hr.	50,000	Retroactive to February 15, 1942

<sup>1</sup>Includes salary-increase announcements.

## Intensive Course for Industrial Physicians

TO MEET the acute need for physicians in industry arising from accelerated war production, the Long Island College of Medicine has announced a post-graduate orientation course in industrial medicine to be given during November and December.

Dr. Cassius H. Watson, medical director of the American Telephone and Telegraph Company, and Dr. John J. Wittmer, medical and personnel director of the Consolidated Edison Company, both alumni of the college, have assisted in developing the course and are co-chairmen of the advisory committee. George D. Olds, assistant to the president of the Continental Oil Company and a trustee of the college, heads an industrial advisory committee.

The course is intended primarily for qualified physicians who are either now engaged in whole or part-time industrial practice or who desire to enter the field. A tuition fee of \$75 will be charged for the full two weeks' course. The fee is \$60 a person where two or more enrol from the same industrial concern. Special arrangements will be made for industrial nurses, executive officers interested in health matters, personnel department representatives and others who may wish to attend a few of the sessions.

The complete program and other details may be obtained by addressing the Office of Administration, Long Island College of Medicine, 350 Henry Street, Brooklyn, New York.



## Chronology of Events Affecting Labor Relations August 1 to August 31

### August

- 2 *AFL-CIO Peace Proposed*—CIO President Murray suggests in letter to AFL President Green a reopening of negotiations to establish organic unity between the two labor federations.
- 3 *Sliding Scale Pay Abandoned*—Westinghouse Electric & Manufacturing Company announces discontinuation of company wage and salary plan relating total pay to company profits. Action is described as "necessary on account of recently enacted laws providing for the renegotiation of contracts with the government and sub-contracts relating thereto, and the refund of profits, which will prevent the company from reporting definite figures monthly or even yearly."
- Anti-trust Action Against Petrillo*—Attorney-General files suit against James C. Petrillo, President of American Federation of Musicians, and other officers of the union, charging conspiracy to violate the Sherman Anti-trust Act by the union's ban on recorded music.
- 4 *Textile Wage Increases Recommended*—War Labor Board panels recommend textile wage increases averaging about 7½¢ an hour, affecting 61,000 workers. While wages have been increased more than 15% since January, 1941, panels find they are still sub-standard.  
*Canadian Wage Scales Increased*—Finding that living costs have increased 2.4% since last October, Canadian War Labor Board orders wage increases to compensate for higher living costs.
- 11 *Strike Against WLB Decision*—About 1,000 employees of General Cable Corporation's Bayonne plant start out-law strike protesting War Labor Board's refusal of their demands for wage increase of 10¢ an hour.  
*WLB Approves Company Increases*—War Labor Board sets precedent by approving voluntary wage increases of General Electric Company and Westinghouse Electric & Manufacturing Company. Companies had submitted proposals to board before making them effective.
- 13 *Plant Seized to End Strike*—At direction of President, Navy Department takes over and operates General Cable Corporation's Bayonne plant because of strike of employees against WLB's decision.
- 14 *WLB Upholds Wage Formula*—War Labor Board disapproves requested wage increase for employees of Aluminum Company of America on ground increases received are sufficient to offset rise in cost of living.
- 20 *Seized Plant Returned*—Navy Department returns Bayonne plant to General Cable Corporation with wage scales the same as those in effect when strike of workers resulted in seizure of plant.
- 21 *Service Men's Benefits Provided*—President signs bill permitting immediate payment of dependency allowances to families of members of armed forces. Bill is an amendment of Act which prohibited payments before November 1.
- "Work or Fight" Bill Introduced*—Bill introduced in Louisiana legislature making it unlawful for any able-bodied man between 17 and 55 not to accept employment for at least 35 hours in any calendar week. Ownership of sufficient property to make man financially independent would not exempt him from work. Provisions would not apply to persons temporarily unemployed because of differences with their employers.
- I-B Classification Eliminated*—Selective Service Headquarters eliminates I-B classification of registrants. Those in that class to be placed either in I-A or IV-F.
- 23 *Plant Seized by Army*—Plant of S. A. Woods Machine Company is seized and operated by War Department because company declined to carry out recommendation of War Labor Board.
- 24 *Equal Pay Principle Upheld by WLB*—In the case of Norma-Hoffman Bearings Corporation, WLB holds that equal pay should be given to women for equal work. Decision states "When women take the places of men and fully perform all of the tasks previously performed by men they shall be paid the same wages as the men thus replaced. Where, however, the assistance of men is necessary, as in handling of heavy material or setting up of machines, a recognized differential, based on proper time studies, shall be established. If the union deems the differential to be improper the question shall be disposed of under the grievance procedure."
- 25 *Labor Demands Place on WPB*—Organized labor formally requests greater representation on key committees of War Production Board.
- 27 *WLB Denies Membership Maintenance*—Demand for membership maintenance clause by a local of the Chemical Workers' Union is refused because union had violated its no-strike pledge. Board indicated maintenance would be granted only to responsible unions.
- 31 *Canada Controls Employment*—Beginning September 1, all employment throughout Canada will be controlled by Director of National Selective Service working in cooperation with Ministry of Labor and the National Defense Department. Aim is to obtain fullest possible employment of manpower and womanpower in war service and essential industries. Main principles are:
  1. No employer may dismiss any employee and no employee may quit a job without giving seven days' notice in writing.
  2. All employers must report to Selective Service employment offices their future labor requirements and fill current labor needs only through these offices.
  3. No person capable of working may remain voluntarily unemployed and any person jobless for more than 14 days can be ordered to take full-time suitable employment.
  4. No person may look for a job and no employer may hire any worker unless that person holds a Selective Service permit to seek employment.